

IN THE UNITED STATES DISTRICT COURT  
FOR THE MIDDLE DISTRICT OF ALABAMA  
DIVISION

RECEIVED

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Deloris McGriff )  
\_\_\_\_\_  
Plaintiff )  
\_\_\_\_\_  
v. )  
John E. Potter )  
Postmaster General )  
United States Postal Service )  
Defendant(s) )

DEBRA P. HACKETT, CLK  
U.S. DISTRICT COURT  
MIDDLE DISTRICT ALA

1:05cv 447-F

COMPLAINT

1. Plaintiff resides at 3487 Ed Tolar Rd
2. Defendant(s)' name(s) John E. Potter

Location of principal office(s) of the named defendant(s) Southeast  
Area agency

Nature of defendant(s)' business Postmaster General / United  
States Postal Service

Approximate number of individuals employed by defendant(s) Over 700,000

3. This action is brought pursuant to Title VII of the Civil Rights Act of 1964 for employment discrimination. Jurisdiction is specifically conferred on the Court by 42 U.S.C. § 2000e-5. Equitable and other relief are also sought under 42 U.S.C. § 2000e-5(g).
4. The acts complained of in this suit concern:

1.  Failure to employ me.
2.  Termination of my employment.
3.  Failure to promote me.
4.  Other acts as specified below: \_\_\_\_\_

SCANNED

*mf* 5/17/05

## 5. Plaintiff is:

- A. yes Presently employed by the defendant.  
 Not presently employed by the defendant. The dates of employment were \_\_\_\_\_ . Employment was terminated because:  
 (1) NO Plaintiff was discharged.  
 (2) NO Plaintiff was laid off.  
 (3) NO Plaintiff left job voluntarily.

## 6. Defendant(s)' conduct is discriminatory with respect to the following:

- A. yes My race.  
 B. \_\_\_\_\_ My religion.  
 C. \_\_\_\_\_ My sex.  
 D. \_\_\_\_\_ My national origin.  
 E. \_\_\_\_\_ Other, as specified below: \_\_\_\_\_
- 
- 

7. The name(s), race, sex, and the position or title of the individual(s) who allegedly discriminated against me during the period of my employment with the defendant company is(are) Delores McGill, white female Human

Resource Specialist

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8. The alleged discrimination occurred on or about June 8, 2004.

9. The nature of my complaint, i.e., the manner in which the individual(s) named above discriminated against me in terms of the conditions of my employment, is as follows: \_\_\_\_\_

ON JUNE 8, 2004  
I requested that my Name be removed from the  
Montgomery Carrier register. And ON 8-26 I received a  
call in Notes for Montgomery Carrier position after my  
written request. Ms McGill never stated that she did or  
did not receive my letter. I wanted my name removed from the  
Montgomery Carrier register because I were trying to get hired at  
the Dothan Post office, where I been working temp. Since 1986.  
Ms. McGill stated you cannot be on two hiring worksheets at the same time.

10. The alleged illegal activity took place at Montgomery Post Office

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11. I filed charges with the Equal Employment Opportunity Commission regarding defendant(s)' alleged discriminatory conduct on or about Jan 24, 2005. I have attached a copy of the Notice-of-Right-to-Sue letter issued by the Equal Employment Opportunity Commission. This letter was received by me on April 25, 2005.
12. I seek the following relief:
- A.  Recovery of back pay.  
B.  Reinstatement to my former job,  
and any other relief as may be appropriate, including injunctive orders, damages, costs, and attorney's fees.

Date: May 13, 2005

Doris R. Stroff  
Signature of Plaintiff  
3481 Ed Solar Rd  
Pansey, AL 36370  
(334) 899-7270  
Address & Telephone Number of Plaintiff



**U.S. EQUAL OPPORTUNITY COMMISSION  
Office of Federal Operations  
P.O. Box 19848  
Washington, D.C. 20036**

Deloris McGriff,  
Complainant,

v.

John E. Potter,  
Postmaster General,  
United States Postal Service,  
(Southeast Area)  
Agency.

Appeal No. 01A52161

Agency No. 4H-350-0162-04

**DECISION**

Upon review, the Commission finds that complainant's complaint was properly dismissed pursuant to 29 C.F.R. § 1614.107(a)(2), for untimely EEO Counselor contact. In her complaint, complainant alleged that she was subjected to discrimination on the basis of "disparate treatment"<sup>1</sup> when she became aware that her name was not removed from the Montgomery register pursuant to her written request and her name was not placed on the Dothan hiring worksheet.

The record discloses that the alleged discriminatory event occurred on June 8, 2004, but complainant did not initiate contact with an EEO Counselor until September 24, 2004, which is beyond the forty-five (45) day limitation period. On appeal, complainant has presented no persuasive arguments or evidence warranting an extension of the time limit for initiating EEO Counselor contact. Accordingly, the agency's final decision dismissing complainant's complaint is affirmed.

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<sup>1</sup> On appeal complainant indicated that race was the basis for discrimination, but failed to specify what race.

STATEMENT OF RIGHTS - ON APPEALRECONSIDERATION (M0701)

The Commission may, in its discretion, reconsider the decision in this case if the complainant or the agency submits a written request containing arguments or evidence which tend to establish that:

1. The appellate decision involved a clearly erroneous interpretation of material fact or law; or
2. The appellate decision will have a substantial impact on the policies, practices, or operations of the agency.

Requests to reconsider, with supporting statement or brief, must be filed with the Office of Federal Operations (OFO) **within thirty (30) calendar days** of receipt of this decision or **within twenty (20) calendar days** of receipt of another party's timely request for reconsideration. *See 29 C.F.R. § 1614.405; Equal Employment Opportunity Management Directive for 29 C.F.R. Part 1614 (EEO MD-110), 9-18 (November 9, 1999).* All requests and arguments must be submitted to the Director, Office of Federal Operations, Equal Employment Opportunity Commission, P.O. Box 19848, Washington, D.C. 20036. In the absence of a legible postmark, the request to reconsider shall be deemed timely filed if it is received by mail within five days of the expiration of the applicable filing period. *See 29 C.F.R. § 1614.604.* The request or opposition must also include proof of service on the other party.

Failure to file within the time period will result in dismissal of your request for reconsideration as untimely, unless extenuating circumstances prevented the timely filing of the request. Any supporting documentation must be submitted with your request for reconsideration. The Commission will consider requests for reconsideration filed after the deadline only in very limited circumstances. *See 29 C.F.R. § 1614.604(c).*

COMPLAINANT'S RIGHT TO FILE A CIVIL ACTION (S0900)

You have the right to file a civil action in an appropriate **United States District Court within ninety (90) calendar days** from the date that you receive this decision. If you file a civil action, you must name as the defendant in the complaint the person who is the official agency head or department head, identifying that person by his or her full name and official title. Failure to do so may result in the dismissal of your case in court. "Agency" or "department" means the national organization, and not the local office, facility or department in which you work. If you file a request to reconsider and also file a civil action, **filing a civil action will terminate the administrative processing of your complaint.**

RIGHT TO REQUEST COUNSEL (Z1199)

If you decide to file a civil action, and if you do not have or cannot afford the services of an attorney, you may request that the Court appoint an attorney to represent you and that the Court permit you to file the action without payment of fees, costs, or other security. *See Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq.; the Rehabilitation Act of 1973, as amended, 29 U.S.C. §§ 791, 794(c). The grant or denial of the request is within the sole discretion of the Court.* Filing a request for an attorney does not extend your time in which to file a civil action. Both the request and the civil action must be filed within the time limits as stated in the paragraph above ("Right to File A Civil Action").

FOR THE COMMISSION:



Carlton M. Hadden, Director  
Office of Federal Operations

APR 22 2005

Date

CERTIFICATE OF MAILING

For timeliness purposes, the Commission will presume that this decision was received within five (5) calendar days after it was mailed. I certify that this decision was mailed to complainant, complainant's representative (if applicable), and the agency on:

APR 22 2005

Date



H. Wood  
Equal Opportunity Assistant

APPEALS PROCESSING CENTER



DEC 22 2004

Ms. Deloris McGriff  
 3487 Ed Tolar Road  
 Pansey, AL 36370-3139

## CERTIFICATE OF SERVICE

RE: Deloris McGriff v. John E. Potter,  
 Postmaster General  
 Agency No. 4-H-350-0162-04

Dear Ms. McGriff:

This will be the Postal Service's final agency decision on the above-referenced complaint of discrimination filed with the Manager, EEO Complaints Processing, Alabama District, on December 07, 2004. In this complaint, you alleged discrimination when you became aware that your name was not removed from the Montgomery register per your written request; your name was to be placed on the Dothan hiring worksheet.

Pursuant to 29 C.F.R. § 1614.107(a), the agency has the right to dismiss a complaint if a complainant fails to state a claim under Sections 1614.103 or 1614.106(a). Specifically, those sections of the Equal Employment Opportunity Commission (EEOC) Regulations provide for the processing of complaints of discrimination filed with the agency that allegedly discriminated against the complainant when the aggrieved individual alleges discrimination based on factors prohibited by Title VII.

According to the Report of Counseling and your formal complaint, you have not alleged discrimination based on race, color, religion, sex, national origin, age, physical disability, mental disability, or retaliation (prior EEO activity). In order to state a claim, you must specify one of the above purviews. Therefore, Agency Case No. 4-H-350-0162-04 is dismissed for failure to state a claim under 29 C.F.R. § 1614.107(a).

Title 29 C.F.R. § 1614.105(a)(1) requires that a complainant bring the alleged discriminatory act to the attention of the EEO Counselor within 45 days of the date of the matter alleged to be discriminatory or, in the case of a personnel action, within 45 days of the effective date of the action. According to the

Report of Counseling, you contacted the EEO Counselor on September 27, 2004, or 111 days after the incident. As you did not contact the EEO Counselor within the prescribed time limits, your complaint is dismissed as untimely in accordance with EEOC Regulations at § 1614.107(a)(2).

**Right To File A Civil Action**

If you are dissatisfied with this final agency decision, you may file a civil action in an appropriate U.S. District Court within 90 calendar days of your receipt of this decision. If you choose to file a civil action, that action should be captioned (Your Name) v. (Head of Agency). You may also request the court to appoint an attorney for you and to authorize the commencement of that action without the payment of fees, costs, or security in such circumstances as the court deems just. Your application must be filed within the same 90-day time period for filing the civil action.

**Appeal To The EEOC**

In lieu of filing a civil action, you may appeal to the Equal Employment Opportunity Commission within 30 calendar days of the date of your receipt of this decision. The appeal must be in writing and filed with the Office of Federal Operations, Equal Employment Opportunity Commission, P.O. Box 19848, Washington, DC 20036-0848, utilizing the enclosed Form 573, Notice of Appeal/Petition to the Equal Employment Opportunity Commission, Office of Federal Operations. Any supporting statement or brief must be submitted, in duplicate, to the EEOC within 30 calendar days of filing the appeal. A copy of the appeal and any supporting documentation must also be submitted to the EEO Compliance and Appeals Coordinator, Appeals Processing Center, U.S. Postal Service, Memphis, TN 38166-0978. Failure to file within the 30-day period could result in the EEOC's rejection of the appeal unless you explain, in writing, extenuating circumstances which prevented filing within the prescribed time limit. In this event, extending the time limit and accepting the appeal will be discretionary with the EEOC.

If you file an appeal with the EEOC's Office of Federal Operations, you may thereafter file a civil action in an appropriate U.S. District Court within 90 calendar days of your receipt of the decision from the Office of Federal Operations. A civil action may also be filed after 180 calendar days of the appeal to the EEOC if you have not received a final decision on the appeal.

Sincerely,



Dino DeSorbo  
Manager, EEO Compliance & Appeals

Enclosure

cc: Manager, EEO Dispute Resolution, Alabama District  
Mr. Earl Dawson, Rep 218 Maple Street Daleville, AL 36322-2240

HRC42:CShirkey:cds:38166-0978

## Certificate of Service

For timeliness purposes, it will be presumed that this Final Agency Decision was received within five (5) calendar days after it was mailed. I certify that this Final Agency Decision, Agency No. **4-H-350-0162-04**, was mailed to the following per the date annotated below:

Ms. Deloris McGriff  
3487 Ed Tolar Road  
Pansey, AL 36370-3139

Mr. Earl Dawson, Rep  
218 Maple Street  
Daleville, AL 36322-2240

  
C. D. Shirkey  
Senior EEO Complaints Investigator

DEC 22 2004

Date: \_\_\_\_\_

HRC42:CShirkey:cds:38166-0978

2942U.S. Postal Service

**EEO Dispute Resolution Specialist's (DRS) Inquiry Report**

Case No.

**4H-350-0162-04****NOTICE OF RESTRICTED USAGE**

Access to, and usage of, this EEO report is restricted by both the Freedom of Information Act and the Privacy Act to: (1) the complainant and his or her representative, and (2) government officials who must have access to the files to discharge their OFFICIAL duties. The report must be safeguarded. Willful violations of these requirements are subject to criminal penalties (5 U.S.C. 552a(l)).

**Complainant**

Name (Last, First, MI) <b>McGriff, Deloris</b>	Social Security No. <b>416-90-3978</b>
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Home Address (No., Street, City, State, ZIP + 4)

**3487 Ed Tolar Road  
Pansey, AL 36370-3139**

Home Telephone No. <b>(334) 899-7270</b>	Email Address	Office Telephone No. <b>(334) 794-8568</b>
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Position Title <b>Distribution Clerk</b>	Grade Level <b>PS-05</b>	Tour <b>1</b>	Duty Hours <b>Varies</b>
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Off Days (For Tour 1, record off nights) <b>Varies</b>	Is EEO Poster 72 on Display in Complainant's Facility? <input type="checkbox"/> Yes, verified <b>ON</b> _____ <input checked="" type="checkbox"/> Not verified (date)		
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Preference Eligible <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Mixed Case <input type="checkbox"/> Yes <input type="checkbox"/> No	MSPB Appeal Filed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, Date Filed:	
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**Chronology of Informal Process**

Date of Incident <b>06/08/04</b>	Date of Initial Contact with EEO Office <b>09/27/04</b>	Date of Initial Interview <b>10/06/04</b>
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REDRESS™ Overview <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	ADR Election Form Signed <input type="checkbox"/> Yes <input type="checkbox"/> No	60 Day Extension Form Signed <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, Expiration Date:
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Date Complainant Signed or Received Notice of Right to File: <b>12/01/04</b>	Date DRS Report Requested <b>12/09/04</b>	Date DRS Report Submitted <b>12/13/04</b>
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**Basis for Alleged Discrimination**

Check and Particularize Each that Applies	
<input type="checkbox"/> 1. Race (Specify): <b>DEC 17 2004</b>	<input type="checkbox"/> 6. Age (Specify Date of Birth):
<input type="checkbox"/> 2. Color (Specify): <b>DEC 17 2004</b>	<input type="checkbox"/> 7. Physical Disability (Specify):
<input type="checkbox"/> 3. Religion (Specify): <b>APPEALS ROLLING MEETING - JOPS MEMPHIS, TN 38106-0978</b>	<input type="checkbox"/> 8. Mental Disability (Specify): I
<input type="checkbox"/> 4. Sex (Specify):	<input type="checkbox"/> 9. Retaliation (Specify Cited Prior EEO Activity):
<input type="checkbox"/> 5. National Origin (Specify):	

Discrimination Claim(s): **The complainant alleged that she was discriminated against on June 8, 2004, when she received information that her name was not removed from the Montgomery, AL carrier's register, per her request.**

Requested Resolution:

**To resolve this complaint, the complainant requested: (a) To be converted to a full time regular employee with seniority and (b) all benefits including retirement.**

**EEO Dispute Resolution Specialist's Checklist.**

Please Check All That Apply.

1. I informed counselee of the impartial role of the Dispute Resolution Specialist in the EEO complaint process, explained the EEO process, and provided counselee with the booklet, *What You Need to Know About EEO* -- an overview of the EEO process in the Postal Service.
2. I notified counselee of his/her right to be accompanied, represented, and advised by a representative of his/her choice at any stage in the complaint process. If counselee elected representation, I obtained the following information:

**Earl Dawson**

Representative's Name:

Title: **Union Representative**

Telephone No.:

Fax No.:

Email Address:

Mailing Address: **218 Maple Street****Daleville, AL 36322-2240**

3. I advised counselee of his/her right to remain anonymous during pre-complaint counseling and he/she DID ✓ / DID NOT \_\_\_\_ waive anonymity.
4. I explained the privacy act notice. Counselee signed a copy of the notice prior to the interview.
5. If a mixed case, I informed counselee of the mixed case election procedures in 29 C.F.R. §1614.302.
6. If age discrimination was alleged, I informed counselee of the alternate procedures available for pursuing age claims, as outlined in 29 C.F.R. §1614.201.
7. If a sex based claim of wage discrimination was alleged under the Equal Pay Act (EPA), I advised counselee of his/her right to bypass the administrative procedure and file a civil action, as outlined in 29 C.F.R. §1614.408.
8. If discrimination based on disability was alleged I informed counselee of his/her requirement to submit documentation of his/her disability. Documentation HAS \_\_\_\_ HAS NOT \_\_\_\_ been submitted.
9. If counselee presented his/herself as an agent of a class, I explained the class complaint procedures and the class agent's responsibilities, as outlined in 29 C.F.R. §1614.204.
10. I informed counselee of his/her requirement to immediately notify the area Manager, EEO Compliance and Appeals and the EEOC if the representative's or his/her mailing address change.
11. I explained that I will not be the one who will make the decision on the acceptability of counselee's claim(s); but, there is a possibility that, for the reason(s) I have briefly restated below, the claim(s) will be dismissed in accordance with 29 C.F.R. 1614.107.

### Dispute Resolution Specialist's Inquiry

The EEO DRS interviewed the complainant on October 6, 2004, via PS 2564-A and by telephone. The complainant alleged that she was discriminated against on June 8, 2004, when she received information that her name was not removed from the Montgomery, AL carrier's register, per her request.

The EEO DRS Interviewed Deloris McGill, Human Resources Specialist, on November 29, 2004, via telephone. Ms. McGill stated that she did not discriminate against the complainant. Ms. McGill stated that she received a call in notice dated June 2, 2004 from the complainant with a check mark by items 1, 2,3: item 1. Remove my name from the register until I notify your office. The office specified as Montgomery, Enterprise and Dothan Carrier; item 2. Retain my name on the register for the types of appointments below item 3. Career.

Ms. McGill further stated that the complainant indicated that she would be available after August 10, 2004. Ms. McGill stated that she could not resolve this complaint.

See next page for DRS note

Date of Mediation 10/26/04	Resolved	Not Resolved <input checked="" type="checkbox"/>
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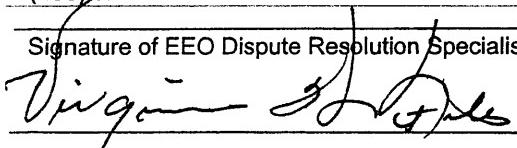
### Summary of Final Interview

On December 1, 2004, the Counselee was informed that no resolution could be reached relating to his/her allegation of discrimination. The Counselee was advised of his/her right to file a formal complaint of discrimination. PS Form 2565, EEO Complaint of Discrimination in the Postal Service, and PS Form 2579-A, Notice of Right to File Individual Complaint were giving to the complainant to execute his further rights.

### Privacy Act Notice

**Privacy Act Notice.** The collection of this information is authorized by the Equal Employment Opportunity Act of 1972, 42 U.S.C. § 2000e-16; the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 633a; the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 794a; and Executive Order 11478, as amended. This information will be used to adjudicate complaints of alleged discrimination and to evaluate the effectiveness of the EEO program. As a routine use, this information may be disclosed to an appropriate government agency, domestic or foreign, for law enforcement purposes; where pertinent, in a legal proceeding to which the USPS is a party or has an interest; to a government agency in order to obtain information relevant to a USPS decision concerning employment, security clearances, contracts, licenses, grants, permits or other benefits; to a government agency upon its request when relevant to its decision concerning employment, security clearances, security or suitability investigations, contracts, licenses, grants or other

benefits; to a congressional office at your request, to an expert, consultant or other person under contract with the USPS to fulfill an agency function; to the Federal Records Center for storage; to the Office of Management and Budget for review of private relief legislation; to an independent certified public accountant during an official audit of USPS finances; to an investigator, administrative judge or complaints examiner appointed by the Equal Employment Opportunity Commission for investigation of a formal EEO complaint under 29 CFR 1614; to the Merit Systems Protection Board or Office of Special Counsel for proceedings or investigations involving personnel practices and other matters within their jurisdiction; and to a labor organization as required by the National Labor Relations Act. Under the Privacy Act provision, the information requested is voluntary for the complainant, and for Postal Service employees and other witnesses.

Office Address of Dispute Resolution Specialist (No., Street, City, State, and Zip + 4)  351 24 <sup>th</sup> Street North Birmingham, AL 35203-9411	Office Address of Manager EEO Compliance & Appeals (No., Street, City, State, and Zip + 4)  225 North Humphreys Blvd Memphis TN 38166-0978	
Specialist's Office Telephone No. (205) 524-0264	Specialist's Office Hours Mon-Fri 08:00 AM – 05:00 PM	
Signature of EEO Dispute Resolution Specialist 	Typed Name of EEO Dispute Resolution Specialist Virginia H Files	Date 12/13/04

ALABAMA DISTRICT  
EEO

(Cont)

**Complainant: Deloris McGriff**  
**Case Number: 4H-350-0162-04**

**DRS Note:**

**During pre-complaint counseling, the EEO DRS informed the complainant that she must cite a type of discrimination. The complainant stated that she did not think this complaint was one of discrimination. The DRS informed the complainant that one of the DRS duties and responsibilities are to process EEO complaints of discrimination.**

**On the complainant's PS Form 2565, she did not cite a type of discrimination. The DRS explained to the complainant in detail that she must cite a type of discrimination. The DRS further informed the complainant that her complaint may not be accepted for investigation for failure to cite a type of discrimination. The complainant stated that she fully understand the process.**

**On the complainant's PS Form 2564-A, she stated that her name was taken off the Montgomery carrier's register, however, she stated during pre-complaint counseling by phone that the Responsible Management Official did not take her name off the Montgomery register, per her request.**

**Virginia H Files  
Manager EEO Dispute Resolution  
Alabama District**

**January 18, 2005**

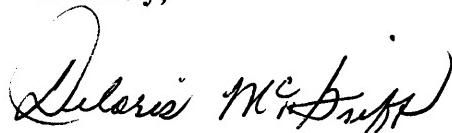
**Equal Employment Opportunity Commission  
ATTN: Office of Federal Operations  
P. O. Box 19848  
Washington, DC 20036-0848**

**RE: Deloris McGriff v. John E. Potter  
Postmaster General  
Agency No. 4-H-350-0162-04**

**To Whom It May Concern:**

**My name is Deloris McGriff and I am writing to you in response to the EEO's denial of my discrimination case against the United States Postal Service. I am requesting that a thorough investigation be done as to why it took 18 years for me to receive an interview with the Dothan Post Office. I feel that I should have received one prior to filing my complaint against the USPS. I would appreciate your assistance in resolving this matter.**

Sincerely,



**Deloris McGriff**

**January 18, 2005**

**Equal Employment Opportunity Commission  
ATTN: Office of Federal Operations  
P.O. Box 19848  
Washington, DC 20036-0848**

**RE: Deloris McGriff v. John E. Potter  
Postmaster General  
Agency No. 4-H-350-0162-04**

**To Whom It May Concern:**

**This will be the appellant's supporting statement concerning the Postal Service's final agency decision on the above-referenced complaint of discrimination filed with the Manager, EEO Complaints Processing, Alabama District, on December 07, 2004.**

**According to EEO Complaint of Discrimination in the Postal Service, (PS Form 2565, March 2001), the complainant did state a claim in section 14 type of Discrimination. The complainant created a box and blackened it in and wrote beside it Disparate Treatment. In the case McDonnell Douglas Corp. v. Green (411 U. S. 792 1973) the U. S. Supreme Court set forth how to prove a disparate treatment case under Title VII. Disparate treatment is considered intentional discrimination, but the complainant need not actually know that unlawful discrimination is the reason for the difference. We are alleging that Ms. McGriff did not know, nor are we saying that the employer said that race was the reason for their decision.**

**We are further stating that Ms. McGriff is (i) a member of a racial minority, (ii) has applied and is qualified for the job is which the employer is seeking applicants.**

**According to Information for Pre-Complaint Counseling, (PS Form 2564-A, March 2001), the Manager EEO Complaint Processing did receive and accept into the system for processing the alleged late complaint. We consider it to be a moot point to state that the complainant did not contact the EEO Counselor within the prescribed time limits when in fact the Manager EEO stamped the PS Form received on Oct 6, 2004. It is also a fact that the above mentioned dismissed case went through the mediation process as proven by the stamp of the NO AGREEMENT LETTER stamped received Oct 27, 2004 by the EEO Manager Complaint Processing or someone in her office.**

**In lieu of filing a civil action at this time we are asking that the case appear before the Equal Employment Opportunity Commission and an independent and thorough investigation be conducted. Upon conclusion of your investigation we ask that**

**Ms. McGriff be awarded the following remedies: back pay, front pay, retroactive seniority, make-whole relief, compensatory damages, and punitive damages. We want to inform you at this time that Ms. McGriff is thoroughly qualified for the position she is seeking at the Dothan Post Office. We contend that the Dothan Post Office will not dispute Ms. McGriff's qualifications and will acknowledge that her past performance at the Dothan Post Office is above satisfactory. This contention is based on the fact that Ms. Mc Griff has trained several of the regular and part time career employees, and has been rehired as a Temporary Employee for over 18 years.**

Sincerely,



**Earl W. Dawson**

**Representative, Union President**

Enclosure

**cc: EEO Compliance and Appeals Coordinator, Appeals Processing Center, U.S. Postal Service, Memphis, TN 38166-0978  
The Honorable Terry Everett, Member of Congress, 256 Honeysuckle Road, Suite 15 Dothan, AL 36305-1168**



October 14, 2004

**CONFIRMATION LETTER (RESCHEDULING)  
TO ALL MEDIATION PARTICIPANTS:**

**COMPLAINANT:** **Deloris McGriff  
3487 Ed Tolar Rd  
Pansey, AL 36370-3139**

**REPRESENTATIVE:** **Earl Dawson  
c/o Deloris McGriff  
218 Maple Street  
Daleville, AL 36322-2240**

**RESPONDENT:** **Deloris McGill/Human Resources Specialist (HRS)  
6701 Winton Blount Blvd  
Montgomery, AL 36119-9421**

**SUBJECT:** **MEDIATION CONFERENCE FOR EEO CASE NO: 4H-350-0162-04**

This is to confirm the **rescheduling** of a mediation conference, whereas the complainant alleged that she was discriminated against because on June 8, 2004, when the HRS refused to remove her name from the Montgomery, AL Post Office register and place her name on the Dothan Post Office register.

**THE CONFERENCE WILL BE HELD AT THE USPS FACILITY LOCATED AT:**

**Dothan Post Office  
379 North Oates Street  
Dothan, AL 36302-9998  
October 26, 2004  
8:00 A.M.**

For this mediation, participants designated by the complainant and management are those listed above. **It is the responsibility of the complainant and respondent to inform their representatives of the date, time and place of the scheduled mediation.** If there is a need to substitute one of the above named participants on

- 2 -

either side, written notification must be given to the other side at least 24 hours prior to the scheduled mediation conference.

**TO THE COMPLAINANT AND RESPONDENT: If the mediation hearing is scheduled on your non-schedule workday, please advise this office IMMEDIATELY.**

At my discretion, I may choose to sit in as an observer. If one side has someone appear who has not been identified at least 24 hours earlier to the other side, that person may participate only if the side not aware of his/her participation permits. Such notification should be sent directly to the other party by fax or mail so that it is received at least 24 hours ahead of the mediation conference.

Reading and understanding this letter are necessary prerequisites to being fully prepared to sign such an agreement and meaningfully participate in the mediation conference. **EVERYONE** needs to come to the conference prepared as possible to participate fully in the mediation process, including presenting documentation you feel is necessary to support your position.

It is hoped that each of you will carefully study a copy of this letter and the enclosed materials and discuss its contents with others whom you have been designated to attend the session. **PLEASE NOTE THAT ONLY THE COMPLAINANT AND RESPONDENT NOTED ON PAGE 1 ARE RECEIVING THIS CONFIRMATION LETTER AND IT IS IMPORTANT THAT ALL PERSONS WHO ARE PARTICIPATING IN THE MEDIATION WILL BE ASKED TO SIGN AN AGREEMENT TO MEDIATE.** This is not a legal proceeding and the rules of evidence do not apply.

Confidentiality is a critical part of the process and will not be compromised by any mediator, even if both parties desire for the mediator to testify in the future. As further protection of confidentiality, tape recording is not allowed. Mediation is a settlement process and it is the policy of the Justice Center of Atlanta that the parties understand and agree to the fact that if the dispute does or does not settle and ultimately goes to any administrative or judicial proceeding, neither the mediator nor his/her notes or records will be subpoenaed by either party. The mediator must have this assurance in written contract form in order to offer the mediation services.

In addition to the contractual basis for the confidentiality under which the program operates, Federal Rule of Evidence (F.R.E.) 408 gives added protection to those cases, like this one, that would come under the jurisdiction of the federal courts. **YOU AND YOUR REPRESENTATIVE** should understand that while candor and openness are encouraged in mediation, it is up to each of you to decide what to say

- 3 -

and what types of evidence each may wish to bring and present at the conference. The trust of F.R.E. 408 that is important for you to understand is that the mediator will not willingly testify about anything he/she hears or observes about any issue, any offer, or the behavior of any participant in the conference.

However, the ability of the parties to keep evidence shared in a mediation conference confidential is narrowed to those matters that are unique to the mediation conference discussion and not otherwise discoverable. In other words, by simply sharing a document or presenting evidence that is, under the rules, discoverable outside the conference, an opposing party would not, we believe, be able to successfully bar the admission of that otherwise discoverable evidence in a judicial forum. Please discuss this area with your representatives in advance so that they will have a better understanding of why confidentiality and candor are so important in this process.

The mediator will be looking forward to working with you to attempt to resolve this dispute to your mutual satisfaction.

If any of the parties have any questions or concerns, please contact me at:

Phone: (205) 521-0419  
Fax: (205) 521-0473

Virginia H. Files  
Manager EEO  
Alabama District

U.S. Postal Service

**Information for Pre-Complaint Counseling**

Certified Mail No.	Date Mail	or Hand Delivered On
By (Initials)	Case No.	
44-350-0162-04		

On 9/27/2004 (C), you requested an appointment with a Dispute Resolution Specialist.

**Important: Please Read.** You should complete this form and return it to the EEO office **within 10 calendar days of receipt**. This is the only notification that you will receive regarding the necessity for you to complete this form.

**A. Requester Information**

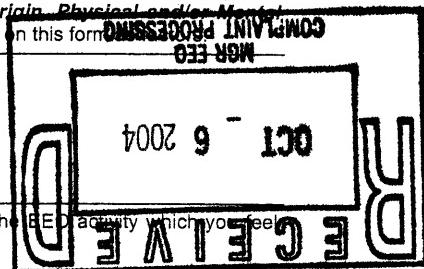
Name (Last, First, MI) <u>McGriff, Deloris</u>	Social Security No. <u>416-90-3978</u>	Home Telephone No. <u>(334) 899-7270</u>
Your Mailing Address <u>3487 Ed Tolar Rd Pansey, AL 36370</u>		
Name of Postal Facility Where You Work <u>Dothan Post Office</u>	Office Telephone No. <u>(334) 793-8568</u>	
Address of Postal Facility <u>279 N. Oates St. Dothan, AL 36301</u>	Email Address * <u>NO</u>	
Employment Status (Check One) <input type="checkbox"/> Applicant <input type="checkbox"/> Casual <input checked="" type="checkbox"/> TE <input type="checkbox"/> Career	Position Title <u>Distribution Clerk</u>	Grade Level <u>05</u>
Pay Location <u>100</u>	Off Days (If Tour 1, Show Nights Off) <u>Tour 1, 4-8 hrs Per Day Sat. night off</u>	Time in Current Position <u>17 Years 10 Months</u>
Your Supervisor's Name <u>Paul Driggers / Karry Tony</u>	Supervisor's Title <u>Clerk Supervisor</u>	Supervisor's Telephone No. <u>(334) 792-1855</u>

\* Providing this information will authorize the U.S. Postal Service to send you important documents electronically.

**B. Discrimination Factors**

Prohibited discrimination includes actions taken based on your **Race, Color, Religion, Sex, Age (40+), National Origin, Physical and/or Mental Disability, or in Retaliation** (actions based on your participation in prior EEO activity). These categories are referred to on this form.

What Factor(s) of Discrimination Are You Alleging? (Please be specific, i.e., Race - African American, Sex - Female.)



**For Retaliation Allegations Only:** If you are alleging retaliation discrimination, provide the date(s) and specifics of the EEO activity which you feel caused you to be retaliated against.

1. On \_\_\_\_\_, I engaged in EEO activity. Case No.: \_\_\_\_\_  
Month, Day, Year
2. On \_\_\_\_\_, I engaged in EEO activity. Case No.: \_\_\_\_\_  
Month, Day, Year

**C. Description of Incident/Activity**

Please use the space below to briefly describe the incident or action that prompted you to seek EEO counseling at this time.

On JUNE 8, 2004,  
Month, Day Year

My name were taken off the montgomery Carrier register and  
ON 8-26 I received a call in Notes for a carrier position after  
my name were taken off the register. I spoke to Jo Mariano  
concerning this matter, she said I should talk to ms. mcGill.  
I called ms. mcGill on 8-30 about this matter, she said my  
Name were taken off the montgomery register. I ask ms. mcGill  
were I on the Dothan hiring worksheet, she said she could not  
give me that information. - See Attachment -

I was only trying to get my name on Dothan's hiring worksheet because my name kept coming up on Montgomery's hiring worksheet at the same time Dothan was hiring. Ms. McGill said you can't be on two hiring worksheets at the same time, which I don't understand why when you have the option of three choices of employment. I have bee with the Postal Service for seventeen years and I do not understand why I am not hired as a career employee. Also, I don't understand how Lisa Spencer was hired, what hiring worksheet was she hired from as a non-veteran? I would like to have a through investigation in my behalf for the seventeen years in service.

Also, it is my understanding that on 6-9-04 EEO Officials entered the Dothan Post Office between 6:45 and 7:00 a.m. with a prompt investigation on my behalf. Can you confirm this?

**D. Comparisons**

Explain why, based on the factors you cited in Section B, you believe that you were treated differently than other employees or applicants in similar situations.

1. \_\_\_\_\_ (Name of Employee) \_\_\_\_\_ Factor(s) that describe the employee, i.e., sex (male), National Origin (Hispanic)  
was treated differently than I when: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. \_\_\_\_\_ (Name of Employee) \_\_\_\_\_ Factor(s) that describe the employee, i.e., sex (male), National Origin (Hispanic)  
was treated differently than I when: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. \_\_\_\_\_ (Name of Employee) \_\_\_\_\_ Factor(s) that describe the employee, i.e., sex (male), National Origin (Hispanic)  
was treated differently than I when: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**E. Official(s) Responsible for Action(s)**

List the name(s) of the official(s) who took the action which prompted you to seek counseling at this time.

1a. Name <i>Deloris McGill</i>	b. Title <i>Human Resource Spec.</i>
c. Office <i>Montgomery Post office</i>	d. Grade Level <i>unknown</i>
2a. Name <i>Larry Simmons / Linda Griffin / Karry Tony</i>	b. Title <i>Supervisor</i>
c. Office <i>Dathan Post office</i>	d. Grade Level <i>Postmaster / Customer Service / 204-B unknown</i>

**Retaliation Allegations Only:** Was/were the official(s) listed in Section E above aware of your prior EEO activity?

Yes  No If yes, explain how the official(s) became aware:  
\_\_\_\_\_  
\_\_\_\_\_

**F. Resolution**

What are you seeking as a resolution to your pre-complaint?

*Seeking career employment with all benefits, Pack Pay, and regular with seniority date in service.*

**G. Grievance/MSPB Appeal**

On the incident that prompted you to seek EEO counseling, have you:

1. Filed a grievance on the issue?  No  Yes If yes, \_\_\_\_\_ (Date) \_\_\_\_\_ (Current Step)  
2. Filed an MSPB appeal on this issue?  No  Yes If yes, \_\_\_\_\_ (Date Appeal Filed) \_\_\_\_\_

**H. Anonymity**

You have the right to remain anonymous during the pre-complaint process.

Do you desire anonymity?  No  Yes

**I. Representation**

You have the right to retain representation of your choice. (Check One)

I waive the right to representation at this time.  I authorize the person listed below to represent me.

Name of Representative <u>Earl Dawson</u>	Representative's Title <u>Shop Steward</u>	
Organization <u>UNION OFFICIAL</u>	Telephone No. <u>(334) 598-8134</u>	Email Address * <u>NO</u>

Mailing Address (Street or P.O. Box, City, State and ZIP + 4)

218 Maple St. Daleville, AL 36332

\* Providing this information will authorize the U.S. Postal Service to send your representative important documents electronically.

**J. Documentation**

Please attach any documentation you wish to submit to support your allegation(s). Include a copy of any written action(s) that caused you to seek counseling at this time.

Note: If you are alleging mental and/or physical disability, it is important for you to submit medical documentation of your disability during the pre-complaint process.

**K. Privacy Act Statement**

**Privacy Act Notice.** The collection of this information is authorized by the Equal Employment Opportunity Act of 1972, 42 U.S.C. § 2000e-16; the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 633a; the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 794a; and Executive Order 11478, as amended. This information will be used to adjudicate complaints of alleged discrimination and to evaluate the effectiveness of the EEO program. As a routine use, this information may be disclosed to an appropriate government agency, domestic or foreign, for law enforcement purposes; where pertinent, in a legal proceeding to which the USPS is a party or has an interest; to a government agency in order to obtain information relevant to a USPS decision concerning employment, security clearances, contracts, licenses, grants, permits or other benefits; to a government agency upon its request when relevant to its decision concerning employment, security clearances, security or suitability investigations, contracts, licenses,

grants or other benefits; to a congressional office at your request; to an expert, consultant, or other person under contract with the USPS to fulfill an agency function; to the Federal Records Center for storage; to the Office of Management and Budget for review of private relief legislation; to an independent certified public accountant during an official audit of USPS finances; to an investigator, administrative judge or complaints examiner appointed by the Equal Employment Opportunity Commission for investigation of a formal EEO complaint under 29 CFR 1614; to the Merit Systems Protection Board or Office of Special Counsel for proceedings or investigations involving personnel practices and other matters within their jurisdiction; and to a labor organization as required by the National Labor Relations Act. Under the Privacy Act provision, the information requested is voluntary for the complainant, and for Postal Service employees and other witnesses.

**L. Authorization**

I am aware that the claim(s) contained herein shall by-pass the pre-complaint process if like or related to a formal complaint that I have already filed, or if the claim(s) constitutes a spin-off complaint. (A spin-off complaint contests the manner in which a previously filed complaint is being processed.) In completing this PS Form 2564-A, *Information for Pre-Complaint Counseling*, I recognize that the Manager, Dispute Resolution, will review the claim(s) contained herein and determine how they shall be processed. I will be notified, in writing, if the Manager determines that my claim(s) shall be processed as amendments or appendages to a formal complaint that I have already filed.

Please Print Your Name Here

Deloris M. Griff

Your Signature

Deloris M. Griff

Date Signed

10/3/04

Please Return This Form to:



**EEO OFFICE  
351 24<sup>TH</sup> STREET NORTH  
BIRMINGHAM, AL 35203-9411**

June 8, 2004  
416-90-3978

Dear Ms. McGill:

I am writing in request that my named be removed from the register for the following names that are listed below, until I notify your office at a later date.

Thank you,

Deloris McGriff

Montgomery Carrier  
Montgomery Clerk  
Dothan Carrier  
Enterprise Clerk  
Enterprise Carrier

**ENDER: COMPLETE THIS SECTION**

- I Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.
- I Print your name and address on the reverse so that we can return the card to you.
- I Attach this card to the back of the mailpiece, or on the front if space permits.

Article Addressed to:

U.S.P.S.  
6701 Whitton Blount  
Blvd.  
Montgomery, Al.  
36119-9994

**COMPLETE THIS SECTION ON DELIVERY**

A. Received by (Please Print Clearly)	B. Date of Delivery
Robert S. Smith	6-9-04
C. Signature	<input type="checkbox"/> Agent <input type="checkbox"/> Addressee
X Robert S. Smith	<input type="checkbox"/> Yes <input type="checkbox"/> No
D. Is delivery address different from item 1? If YES, enter delivery address below:	

3. Service Type

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Certified Mail | <input type="checkbox"/> Express Mail                   |
| <input type="checkbox"/> Registered                | <input type="checkbox"/> Return Receipt for Merchandise |
| <input type="checkbox"/> Insured Mail              | <input type="checkbox"/> C.O.D.                         |

Restricted Delivery? (Extra Fee)

Yes

Article Number (Copy from service label)

July 8, 2004  
416-90-3978

Dear Ms. McGill:

I am writing in request that my name be extended on the clerk register for Dothan a third year. Also I would like to know if my name is on the hiring register for Dothan?

Thank you

Deloris McGriff

<b>SENDER: COMPLETE THIS SECTION</b>		<b>COMPLETE THIS SECTION ON DELIVERY</b>	
<ul style="list-style-type: none"> <li>■ Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.</li> <li>■ Print your name and address on the reverse so that we can return the card to you.</li> <li>■ Attach this card to the back of the mailpiece, or on the front if space permits.</li> </ul>		<p>A. Received by (Please Print Clearly) <u>Robert Smith</u> B. Date of Delivery <u>JUL - 9 2004</u>  C. Signature <u>X Robert Smith</u> D. Agent _____  D. Is delivery address different from item 1? <input type="checkbox"/> Yes  If YES, enter delivery address below: <input type="checkbox"/> No _____</p> <p>3. Service Type  <input checked="" type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail  <input type="checkbox"/> Registered <input checked="" type="checkbox"/> Return Receipt for Merchandise  <input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.</p> <p>4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes</p>	
Article Addressed to:  <u>US Postal Service</u> <u>6701 Winter Bluff</u> <u>Montgomery AL</u> <u>36119</u>		7002 0860 0000 7538 7380	
Article Number (Copy from service label)			

UNITED STATES POSTAL SERVICE  
INDIVIDUAL APPLICANT RANKING REPORT

MONTGOMERY POST OFFICE                    AL  
6701 WINTON BLOUNT BLVD  
MONTGOMERY AL 36119-9994

DATE: 01/20/94  
REGISTER: FLAT SORTER MACHINE OPERATOR.  
RATING: 88.90  
INSTALLATION NAME: MONTGOMERY POST OFFICE  
ID: 416-90-3978

DELORIS MCGRIFF  
RR 1 BOX 143  
PANSEY AL 36370-9041

--  
AS REQUESTED, YOUR RANKING ON THE ABOVE NAMED REGISTER IS LISTED BELOW. RANKING SHOWN IS OF THE DATE OF THIS NOTICE. IF ELIGIBILITY IS FOR AN AER REGISTER, YOUR RANKING FOR EACH SELECTED OFFICE FOR WHICH YOU ARE STILL ACTIVE IS INDICATED.

POST OFFICE	RANKING
-----	-----
01 MONTGOMERY POST OFFICE	AL
	142

GENERAL MANAGER / POSTMASTER

*Register opened in May of 92*

UNITED STATES POSTAL SERVICE  
INDIVIDUAL APPLICANT RANKING REPORT

MOBILE MGT SEC CTR

AL

DATE: 07/14/90

DOTHAN AL 36301-9998

REGISTER: CLERK

RATING: 85.50

INSTALLATION NAME: DOTHON POST OFFICE

DELORIS            MCCRIFF  
ROUTE 1 BOX 143  
PANSEY

AL 36370-0000

AS REQUESTED, YOUR RANKING ON THE ABOVE NAMED REGISTER IS LISTED BELOW. RANKING SHOWN IS OF THE DATE OF THIS NOTICE. IF ELIGIBILITY IS FOR AN AFR REGISTER, YOUR RANKING FOR EACH SELECTED OFFICE FOR WHICH YOU ARE STILL ACTIVE IS INDICATED.

POST OFFICE	RANKING
09 DOTHON POST OFFICE	245
06 COLUMBIA POST OFFICE	15
01 ABBEVILLE POST OFFICE	10

GENERAL MANAGER / POSTMASTER

ALABAMA CUST SVC DISTRICT  
ADMINISTRATIVE OFFICE  
U S POSTAL SERVICE  
351 24TH ST N  
BIRMINGHAM AL 35203-9421



Date Issued: October 21, 2002  
KEEP THIS OFFICIAL RECORD

**NOTICE OF RATING  
ELIGIBLE**

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

This is a record of your participation in the following examination:

**DISTRIBUTION/DELIVERY POSITIONS**

Date of Examination: 09-30-2002  
Type of Examination: Entrance  
Installation: MONTGOMERY POST OFFICE  
Applicant ID: 416-90-3978  
Date of Birth: 01-06-1960  
Offices Selected: 10 DOTHAN POST OFFICE  
                  13 ENTERPRISE POST OFFICE  
                  27 MONTGOMERY POST OFFICE

Basic Rating: 89.80  
Veteran Points: Not Applicable  
Final Rating: 89.80  
Entered on Register: 10-10-2002  
Expiration Date: 10-09-2004  
Register:  
                  CLERK  
                  CARRIER  
                  FLAT SORTER MACHINE OPERATOR

Your name is now on the register for the installation or office(s) shown on this notice.

If claiming veteran preference, you must present proof of preference when requested by the appointing officer.

If you wish to extend your eligibility on the register for a third year, you may write the examination center after 04-12-2004 but before 10-09-2004 to do so.

It is your responsibility to direct any inquiries, changes, or corrections, in writing, to the examination center identified at the top of this notice. Failure to keep the examination center informed of any changes or failure to respond to official correspondence, could jeopardize your position on the register.

Please include the following information when corresponding with the examination center:

Applicant Name: DELORIS MCGRIFF  
Examination Center: ALABAMA CUST SVC DISTRICT  
Installation: MONTGOMERY POST OFFICE

Applicant ID: 416-90-3978  
Register: CLERK  
                  CARRIER  
                  FLAT SORTER MACHINE OPERATOR

ALABAMA CUST SVC DISTRICT  
ADMINISTRATIVE OFFICE  
U S POSTAL SERVICE  
351 24TH ST N  
BIRMINGHAM AL 35203-9421



Date Issued: June 2, 2000  
KEEP THIS OFFICIAL RECORD

**NOTICE OF RATING  
ELIGIBLE**

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

This is a record of your participation in the following examination:

**DISTRIBUTION/DELIVERY POSITIONS**

Date of Examination: 05-24-2000  
Type of Examination: Entrance  
Installation: MONTGOMERY POST OFFICE  
Applicant ID: 416-90-3978  
Date of Birth: 01-06-1960  
Offices Selected: 08 DALEVILLE POST OFFICE  
10 DOOTHAN POST OFFICE  
27 MONTGOMERY POST OFFICE

Basic Rating: 85.20  
Veteran Points: Not Applicable  
Final Rating: 85.20  
Entered on Register: 06-02-2000  
Expiration Date: 06-02-2002  
Register:  
MAIL PROCESSOR

Your name is now on the register for the installation or office(s) shown on this notice.

If claiming veteran preference, you must present proof of preference when requested by the appointing officer.

If you wish to extend your eligibility on the register for a third year, you may write the examination center after 12-04-2001 but before 06-02-2002 to do so.

It is your responsibility to direct any inquiries, changes, or corrections, in writing, to the examination center identified at the top of this notice. Failure to keep the examination center informed of any changes or failure to respond to official correspondence, could jeopardize your position on the register.

**Please include the following information when corresponding with the examination center:**

Applicant Name: DELORIS MCGRIFF  
Examination Center: ALABAMA CUST SVC DISTRICT  
Installation: MONTGOMERY POST OFFICE

Applicant ID: 416-90-3978  
Register: MAIL PROCESSOR

ALABAMA CUST SVC DISTRICT  
ADMINISTRATIVE OFFICE  
U S POSTAL SERVICE  
351 24TH ST N  
BIRMINGHAM AL 35203-9421



Date Issued: June 2, 2000  
KEEP THIS OFFICIAL RECORD

**NOTICE OF RATING  
ELIGIBLE**

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

This is a record of your participation in the following examination:

**DISTRIBUTION/DELIVERY POSITIONS**

Date of Examination: 05-24-2000  
Type of Examination: Entrance  
Installation: MONTGOMERY POST OFFICE  
Applicant ID: 416-90-3978  
Date of Birth: 01-06-1960  
Offices Selected: 08 DALEVILLE POST OFFICE  
10 DOOTHAN POST OFFICE  
27 MONTGOMERY POST OFFICE

Basic Rating: 83.20  
Veteran Points: Not Applicable  
Final Rating: 83.20  
Entered on Register: 06-02-2000  
Expiration Date: 06-02-2002  
Register:  
CLERK  
FLAT SORTER MACHINE OPERATOR

Your name is now on the register for the installation or office(s) shown on this notice.

If claiming veteran preference, you must present proof of preference when requested by the appointing officer.

If you wish to extend your eligibility on the register for a third year, you may write the examination center after 12-04-2001 but before 06-02-2002 to do so.

It is your responsibility to direct any inquiries, changes, or corrections, in writing, to the examination center identified at the top of this notice. Failure to keep the examination center informed of any changes or failure to respond to official correspondence, could jeopardize your position on the register.

Please include the following information when corresponding with the examination center:

Applicant Name: DELORIS MCGRIFF  
Examination Center: ALABAMA CUST SVC DISTRICT  
Installation: MONTGOMERY POST OFFICE

Applicant ID: 416-90-3978  
Register: CLERK  
FLAT SORTER MACHINE OPERATOR

ALABAMA CUST SVC DISTRICT  
ADMINISTRATIVE OFFICE  
U S POSTAL SERVICE  
351 24TH ST N  
BIRMINGHAM AL 35203-9421



Date Issued: July 10, 1997  
KEEP THIS OFFICIAL RECORD

NOTICE OF RATING  
ELIGIBLE

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

This is a record of your participation in the following examination:

DISTRIBUTION/DELIVERY POSITIONS

Date of Examination: 06-19-1997  
Type of Examination: Entrance  
Installation: MONTGOMERY POST OFFICE  
Applicant ID: 416-90-3978  
Date of Birth: 01-06-1960  
Offices Selected: 08 DALEVILLE POST OFFICE  
10 DOTHAN POST OFFICE  
13 ENTERPRISE POST OFFICE

Basic Rating: 84.50  
Veteran Points: Not Applicable  
Final Rating: 84.50  
Entered on Register: 07-01-1997  
Expiration Date: 07-01-1999  
Register:  
CLERK

Your name is now on the register for the installation or office(s) shown on this notice.

If claiming veteran preference, you must present proof of preference when requested by the appointing officer.

If you wish to extend your eligibility on the register for a third year, you may write the examination center after 01-02-1999 but before 07-01-1999 to do so.

It is your responsibility to direct any inquiries, changes, or corrections, in writing, to the examination center identified at the top of this notice. Failure to keep the examination center informed of any changes or failure to respond to official correspondence, could jeopardize your position on the register.

Please include the following information when corresponding with the examination center:

Applicant Name: DELORIS MCGRIFF  
Examination Center: ALABAMA CUST SVC DISTRICT  
Installation: MONTGOMERY POST OFFICE

Applicant ID: 416-90-3978  
Register: CLERK

ALABAMA CUST SVC DISTRICT  
ADMINISTRATIVE OFFICE  
U S POSTAL SERVICE  
351 24TH ST N  
BIRMINGHAM AL 35203-9421



Date Issued: February 25, 1997  
KEEP THIS OFFICIAL RECORD

NOTICE OF RATING  
ELIGIBLE

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

This is a record of your participation in the following examination:

DISTRIBUTION/DELIVERY POSITIONS

Date of Examination: 01-28-1997  
Type of Examination: Entrance  
Installation: MONTGOMERY POST OFFICE  
Applicant ID: 416-90-3978  
Date of Birth: 01-06-1960  
Offices Selected: 10 DOTHAN POST OFFICE

Basic Rating: 80.40  
Veteran Points: Not Applicable  
Final Rating: 80.40  
Entered on Register: 02-12-1997  
Expiration Date: 02-12-1999  
Register:  
CLERK

Your name is now on the register for the installation or office(s) shown on this notice.

If claiming veteran preference, you must present proof of preference when requested by the appointing officer.

If you wish to extend your eligibility on the register for a third year, you may write the examination center after 08-16-1998 but before 02-12-1999 to do so.

It is your responsibility to direct any inquiries, changes, or corrections, in writing, to the examination center identified at the top of this notice. Failure to keep the examination center informed of any changes or failure to respond to official correspondence, could jeopardize your position on the register.

Please include the following information when corresponding with the examination center:

Applicant Name: DELORIS MCGRIFF  
Examination Center: ALABAMA CUST SVC DISTRICT  
Installation: MONTGOMERY POST OFFICE

Applicant ID: 416-90-3978  
Register: CLERK

MONTGOMERY POST OFFICE  
EXAMINATION CENTER  
U S POSTAL SERVICE  
6701 WINTON BLOUNT BLVD  
MONTGOMERY AL 36119-9411



Date Issued: December 30, 1993  
KEEP THIS OFFICIAL RECORD

**NOTICE OF RATING  
ELIGIBLE**

DELORIS MCGRIFF  
RR 1 BOX 143  
PANSEY AL 36370-9041

This is a record of your participation in the following examination:

**DISTRIBUTION CLERK, MACHINE**

Date of Examination: 12-17-1993  
Type of Examination: Entrance  
Installation: MONTGOMERY POST OFFICE  
Applicant ID: 416-90-3978  
Date of Birth: 01-06-1960

Basic Rating: 88.90  
Veteran Points: Not Applicable  
Final Rating: 88.90  
Entered on Register: 12-30-1993  
Expiration Date: 12-30-1995  
Register:

**DISTRIBUTION CLERK, MACHINE.  
FLAT SORTER MACHINE OPERATOR.**

Your name is now on the register for the installation or area office(s) shown on this notice. If claiming veteran preference, you must present proof of preference when requested by the appointing officer.

If you wish to extend your eligibility on the register for a third year, you may write the examination center after 07-03-1995 but before 12-30-1995 to do so.

It is your responsibility to direct any inquiries, changes, or corrections, in writing, to the examination center identified at the top of this notice. Failure to keep the examination center informed of any changes or failure to respond to official correspondence, could jeopardize your position on the register.

Please include the following information when corresponding with the examination center:

Applicant Name: DELORIS MCGRIFF  
Examination Center: MONTGOMERY POST OFFICE  
Installation: MONTGOMERY POST OFFICE

Applicant ID: 416-90-3978  
Register: DISTRIBUTION CLERK, MACHINE.  
FLAT SORTER MACHINE OPERATOR.

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

TELEPHONE: (334) 244-7553

NOTICE DATE: 08-26-04

HWS NO: 04-00485 HWS DATE: 08-25-04

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORIS MCGRIFF  
3487 ED TOLAR RD.  
PANSEY AL 36370-3139

YOUR NAME HAS BEEN REACHED ON OUR REGISTER FOR EMPLOYMENT CONSIDERATION. WE WOULD LIKE TO INTERVIEW YOU FOR THE FOLLOWING POSITION:

CARRIER (CITY) PART-TIME FLEXIBLE  
 Q 05, STEP 00, \$.00 PER HOUR.  
 PAY RATE \$17.17 PER HOUR. BRING DD 214, VA PREFERENCE  
 LTR DATED W/IN 12MOS & RATING DECISION. ALL BRING  
 LICENSE & SOC SECURITY CARD OR BIRTH CERTIFICATE.  
 YOU MUST HAVE A GOOD DRIVING RECORD. YOU WILL NOT  
 BE INTERVIEWED WITHOUT PROPER DOCUMENTATION.

THIS NOTICE IS NOT AN OFFER OF EMPLOYMENT. DO NOT RESIGN FROM YOUR PRESENT POSITION AT THIS TIME.

REPORT FOR INTERVIEW: 09-02-04 AT 09:00 AM  
 REPORT TO: ROOM 163 GENERAL MAIL FACILITY  
 6701 WINTON BLOUNT BLVD  
 MONTGOMERY AL 36119-9994  
 PARK IN EMPLOYEE PARKING LOT

BRING THIS NOTICE, RECORD OF MILITARY SERVICE (DD214), SOCIAL SECURITY CARD AND THE ENCLOSED FORM(S) PROPERLY COMPLETED TO YOUR INTERVIEW. INCLUDE ZIP CODE ON ALL ADDRESSES. IF YOU WISH TO DECLINE THIS POSITION, COMPLETE THE ATTACHED "DECLINATION STATEMENT" AND RETURN TO THE POST OFFICE. FAILURE TO REPORT OR RESPOND WILL REMOVE YOUR NAME FROM ALL REGISTERS LISTED ON THE NEXT PAGE.

THE COLLECTION OF THIS INFORMATION IS AUTHORIZED BY 39 USC 401.1001. AS A ROUTINE USE, THIS INFORMATION MAY BE DISCLOSED TO AN APPROPRIATE LAW ENFORCEMENT AGENCY FOR INVESTIGATIVE OR PROSECUTIVE PURPOSES, TO A CONGRESSIONAL OFFICE AT YOUR REQUEST, TO OMB FOR REVIEW OF PRIVATE RELIEF LEGISLATION, TO ANY AGENCY WHERE RELEVANT TO HIRING, CONTRACTING, OR LICENSING, TO A LABOR ORGANIZATION AS REQUIRED BY THE NLRA, TO THE EEOC WHEN INVESTIGATING AN EEO COMPLAINT, AND WHERE PERTINENT, IN A LEGAL PROCEEDING TO WHICH THE USPS IS A PARTY.

DELORES MCGILL  
HUMAN RESOURCE SPEC

*Additional interview for clerk pos 416,04  
on 9/3/04*

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

TELEPHONE: (334) 244-7548

NOTICE DATE: 02-11-04

HWS NO: 04-00091 HWS DATE: 02-10-04

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

YOUR NAME HAS BEEN REACHED ON OUR REGISTER FOR EMPLOYMENT CONSIDERATION. WE WOULD LIKE TO INTERVIEW YOU FOR THE FOLLOWING POSITION:

CARRIER (CITY) PART-TIME FLEXIBLE

Q 01, STEP A, \$17.07 PER HOUR.

BRING COPY OF STATE DRIVING RECORD FROM DEPT OF PUBLIC

SAFETY FOR ALL STATES FOR PAST 5 YRS. MILITARY BRING DD214

COPY 4/DISABLED BRING CIVIL SVC PREF LETR & VA RATING DECI

SION.BRING DRIVERS LICENSE & SOCIAL SECURITY CARD.NOT INTER-

VIEWED WITHOUT DOCUMENTS. REQUIRES GOOD DRIVING RECORD.

THIS NOTICE IS NOT AN OFFER OF EMPLOYMENT. DO NOT RESIGN FROM YOUR PRESENT POSITION AT THIS TIME.

REPORT FOR INTERVIEW: 02-25-04 AT 08:00 AM *See enclosed correction*  
REPORT TO: US POSTAL SERVICE (PARK IN EMPLOYEE PARKING LOT AT  
ROOM 163 EAST END OF BUILDING.SOMEONE WILL  
6701 WINTON BLOUNT BLVD LET YOU THROUGH THE DOOR.PROCEED  
MONTGOMERY AL 36119-9994 STRAIGHT DOWN HALL TO ROOM 163)

BRING THIS NOTICE, RECORD OF MILITARY SERVICE (DD214), SOCIAL SECURITY CARD AND THE ENCLOSED FORM(S) PROPERLY COMPLETED TO YOUR INTERVIEW. INCLUDE ZIP CODE ON ALL ADDRESSES. IF YOU WISH TO DECLINE THIS POSITION, COMPLETE THE ATTACHED "DECLINATION STATEMENT" AND RETURN TO THE POST OFFICE. FAILURE TO REPORT OR RESPOND WILL REMOVE YOUR NAME FROM ALL REGISTERS LISTED ON THE NEXT PAGE.

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ALFREDA WINSTON  
POSTMASTER

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

ELIGIBLE ID: 416-90-3978

TELEPHONE: (334) 244-7548

RATING: 89.80

NOTICE DATE: 02-11-04

VETERANS PREFERENCE:

HWS NO: 04-00091 HWS DATE: 02-10-04

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

\*\*\*\*\* DECLINATION STATEMENT. IF YOU WISH TO DECLINE THIS APPOINTMENT, COMPLETE THE DECLINATION STATEMENT BELOW AND RETURN THIS PAGE TO THE POST OFFICE BY 02-25-04.

IF YOU DO NOT INDICATE YOUR AVAILABILITY FOR THIS APPOINTMENT, YOUR NAME WILL BE REMOVED FROM THE LIST OF ELIGIBLES FOR THE FOLLOWING REGISTERS:

<u>OFFICE</u>	<u>REGISTER</u>	<u>OFFICE</u>	<u>REGISTER</u>
MONTGOMERY POST OFFICE	CARRIER		
MONTGOMERY POST OFFICE	CLERK		
ENTERPRISE POST OFFICE	CLERK		
DOOTHAN POST OFFICE	CLERK		
ENTERPRISE POST OFFICE	CARRIER		
DOOTHAN POST OFFICE	CARRIER		
MONTGOMERY POST OFFICE	FLAT SRTER MACH OPR		

YOUR NAME WILL BE RESTORED TO THE REGISTER UPON RECEIPT OF YOUR WRITTEN REQUEST IF THE REGISTER IS STILL IN USE AND YOUR ELIGIBILITY IS CURRENT.

I AM NOT AVAILABLE FOR THE ABOVE APPOINTMENT FOR THE FOLLOWING REASON: Montgomery + Enterprise carrier

MY FUTURE AVAILABILITY IS SHOWN BELOW:

 REMOVE MY NAME FROM THE REGISTER UNTIL I NOTIFY YOUR OFFICE. Montgomery + Enterprise Carrier RETAIN MY NAME ON THE REGISTER FOR THE TYPES OF APPOINTMENTS BELOW: CAREER       CASUAL      (NOT TO EXCEED 89 DAYS) I WILL BE AVAILABLE AFTER 4-30-04 (DATE MUST BE GIVEN TO KEEP ELIGIBILITY ACTIVE)

DATE	ADDRESS (IF DIFFERENT FROM ABOVE)	SIGNATURE
2/18/04		<i>Deloris Mcgriff</i>

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

TELEPHONE: (334) 244-7548

NOTICE DATE: 02-10-04

HWS NO: 04-00091 HWS DATE: 02-10-04

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

YOUR NAME HAS BEEN REACHED ON OUR REGISTER FOR EMPLOYMENT CONSIDERATION. WE WOULD LIKE TO INTERVIEW YOU FOR THE FOLLOWING POSITION:

CARRIER (CITY) PART-TIME FLEXIBLE  
Q 01, STEP A, \$17.07 PER HOUR.  
BRING COPY OF STATE DRIVING RECORD FROM DEPT OF PUBLIC  
SAFETY FOR ALL STATES FOR PAST 5 YRS. MILITARY BRING DD214  
COPY 4/DISABLED BRING CIVIL SVC PREF LETR & VA RATING DEC  
SION.BRING DRIVERS LICENSE & SOCIAL SECURITY CARD.NOT INTER-  
VIEWED WITHOUT DOCUMENTS..REQUIRES GOOD DRIVING RECORD.

THIS NOTICE IS NOT AN OFFER OF EMPLOYMENT. DO NOT RESIGN FROM YOUR PRESENT POSITION AT THIS TIME.

REPORT FOR INTERVIEW: 02-17-04 AT 08:00 AM  
REPORT TO: US POSTAL SERVICE (PARK IN EMPLOYEE PARKING LOT AT  
ROOM 163 EAST END OF BUILDING.SOMEONE WILL  
6701 WINTON BLOUNT BLVD LET YOU THROUGH THE DOOR.PROCEED  
MONTGOMERY AL 36119-9994 STRAIGHT DOWN HALL TO ROOM 163)

BRING THIS NOTICE, RECORD OF MILITARY SERVICE (DD214), SOCIAL SECURITY CARD AND THE ENCLOSED FORM(S) PROPERLY COMPLETED TO YOUR INTERVIEW. INCLUDE ZIP CODE ON ALL ADDRESSES. IF YOU WISH TO DECLINE THIS POSITION, COMPLETE THE ATTACHED "DECLINATION STATEMENT" AND RETURN TO THE POST OFFICE. FAILURE TO REPORT OR RESPOND WILL REMOVE YOUR NAME FROM ALL REGISTERS LISTED ON THE NEXT PAGE.

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ALFREDA WINSTON  
POSTMASTER

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

TELEPHONE: (334) 244-7548

NOTICE DATE: 02-10-04

HWS NO: 04-00091 HWS DATE: 02-10-04

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

\*\*\*\*\* DECLINATION STATEMENT. IF YOU WISH TO DECLINE THIS APPOINTMENT, COMPLETE THE DECLINATION STATEMENT BELOW AND RETURN THIS PAGE TO THE POST OFFICE BY 02-17-04.

IF YOU DO NOT INDICATE YOUR AVAILABILITY FOR THIS APPOINTMENT, YOUR NAME WILL BE REMOVED FROM THE LIST OF ELIGIBLES FOR THE FOLLOWING REGISTERS:

<u>OFFICE</u>	<u>REGISTER</u>	<u>OFFICE</u>	<u>REGISTER</u>
MONTGOMERY POST OFFICE	CARRIER		
MONTGOMERY POST OFFICE	CLERK		
ENTERPRISE POST OFFICE	CLERK		
DOTHAN POST OFFICE	CLERK		
ENTERPRISE POST OFFICE	CARRIER		
DOTHAN POST OFFICE	CARRIER		
MONTGOMERY POST OFFICE	FLAT SRTER MACH OPR		

YOUR NAME WILL BE RESTORED TO THE REGISTER UPON RECEIPT OF YOUR WRITTEN REQUEST IF THE REGISTER IS STILL IN USE AND YOUR ELIGIBILITY IS CURRENT.

I AM NOT AVAILABLE FOR THE ABOVE APPOINTMENT FOR THE FOLLOWING REASON:

MY FUTURE AVAILABILITY IS SHOWN BELOW:

REMOVE MY NAME FROM THE REGISTER UNTIL I NOTIFY YOUR OFFICE.

RETAIN MY NAME ON THE REGISTER FOR THE TYPES OF APPOINTMENTS BELOW:

CAREER       CASUAL      (NOT TO EXCEED 89 DAYS)

I WILL BE AVAILABLE AFTER \_\_\_\_\_ (DATE MUST BE GIVEN TO KEEP ELIGIBILITY ACTIVE)

DATE	ADDRESS (IF DIFFERENT FROM ABOVE)	SIGNATURE

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

TELEPHONE: (334) 215-0098

NOTICE DATE: 04-20-04

HWS NO: 04-00234 HWS DATE: 04-16-04

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

YOUR NAME HAS BEEN REACHED ON OUR REGISTER FOR EMPLOYMENT CONSIDERATION. WE WOULD LIKE TO INTERVIEW YOU FOR THE FOLLOWING POSITION:

SALES, SVCS/DISTRIBUTION ASSOC PART-TIME FLEXIBLE  
P 05, STEP A, \$16.13 PER HOUR.

VETS MUST BRING MEMBER-4 COPY OF DD214 FOR ALL DATES OF SVC.  
10PT VETS MUST ALSO BRING VA AWARD LETTER DATED WITHIN LAST  
12 MONTHS & RATING DECISION. ALL MUST BRING VALID GOV'T  
ISSUED PICTURE ID & SOCIAL SECURITY CARD OR BIRTH CERTIFICATE  
YOU MUST HAVE THE REQUIRED DOCUMENTS TO BE INTERVIEWED.

THIS NOTICE IS NOT AN OFFER OF EMPLOYMENT. DO NOT RESIGN FROM YOUR PRESENT POSITION AT THIS TIME.

REPORT FOR INTERVIEW: 04-27-04 AT 10:00 AM  
REPORT TO: PIKE ROAD POST OFFICE  
1320 PIKE ROAD  
PIKE ROAD AL 36064-9998  
POSITION FOR PIKE ROAD POST OFFICE

BRING THIS NOTICE, RECORD OF MILITARY SERVICE (DD214), SOCIAL SECURITY CARD AND THE ENCLOSED FORM(S) PROPERLY COMPLETED TO YOUR INTERVIEW. INCLUDE ZIP CODE ON ALL ADDRESSES. IF YOU WISH TO DECLINE THIS POSITION, COMPLETE THE ATTACHED "DECLINATION STATEMENT" AND RETURN TO THE POST OFFICE. FAILURE TO REPORT OR RESPOND WILL REMOVE YOUR NAME FROM ALL REGISTERS LISTED ON THE NEXT PAGE.

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PAM RICH  
POSTMASTER

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

TELEPHONE: (334) 215-0098

NOTICE DATE: 04-20-04

HWS NO: 04-00234 HWS DATE: 04-16-04

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

\*\*\*\*\* DECLINATION STATEMENT. IF YOU WISH TO DECLINE THIS APPOINTMENT, COMPLETE THE DECLINATION STATEMENT BELOW AND RETURN THIS PAGE TO THE POST OFFICE BY 04-27-04.

IF YOU DO NOT INDICATE YOUR AVAILABILITY FOR THIS APPOINTMENT, YOUR NAME WILL BE REMOVED FROM THE LIST OF ELIGIBLES FOR THE FOLLOWING REGISTERS:

<u>OFFICE</u>	<u>REGISTER</u>	<u>OFFICE</u>	<u>REGISTER</u>
MONTGOMERY POST OFFICE	CLERK		
ENTERPRISE POST OFFICE	CLERK		
DOthan POST OFFICE	CLERK		
ENTERPRISE POST OFFICE	CARRIER		
DOthan POST OFFICE	CARRIER		
MONTGOMERY POST OFFICE	FLAT SRTER MACH OPR		

YOUR NAME WILL BE RESTORED TO THE REGISTER UPON RECEIPT OF YOUR WRITTEN REQUEST IF THE REGISTER IS STILL IN USE AND YOUR ELIGIBILITY IS CURRENT.

I AM NOT AVAILABLE FOR THE ABOVE APPOINTMENT FOR THE FOLLOWING REASON:

MY FUTURE AVAILABILITY IS SHOWN BELOW:

REMOVE MY NAME FROM THE REGISTER UNTIL I NOTIFY YOUR OFFICE.

Enterprise Clerk (Only)  
Montgomery Clerk (Only)

RETAIN MY NAME ON THE REGISTER FOR THE TYPES OF APPOINTMENTS BELOW:

CAREER       CASUAL (NOT TO EXCEED 89 DAYS)

I WILL BE AVAILABLE AFTER 9-30-04 (DATE MUST BE GIVEN TO KEEP ELIGIBILITY ACTIVE)

DATE	ADDRESS (IF DIFFERENT FROM ABOVE)	SIGNATURE
4-22-04		<i>Deloris Mcgriff</i>

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

TELEPHONE: (334) 244-7553

NOTICE DATE: 06-02-04

HWS NO: 04-00329 HWS DATE: 05-27-04

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORES MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

YOUR NAME HAS BEEN REACHED ON OUR REGISTER FOR EMPLOYMENT CONSIDERATION. WE WOULD LIKE TO INTERVIEW YOU FOR THE FOLLOWING POSITION:

CARRIER (CITY) PART-TIME FLEXIBLE  
Q 01, STEP A, \$17.17 PER HOUR.  
BRING THE FOLLOWING WITH YOU TO THE INTERVIEW  
SOCIAL SECURITY CARD, DRIVERS LICENSE AND COPY OF  
STATE DRIVING ABSTRACT OBTAINED FROM THE DEPT OF  
PUBLIC SAFETY. IF MILITARY - BRING DD 214

THIS NOTICE IS NOT AN OFFER OF EMPLOYMENT. DO NOT RESIGN FROM YOUR PRESENT POSITION AT THIS TIME.

REPORT FOR INTERVIEW: 06-10-04 AT 10:30 AM  
REPORT TO: ROOM 163, GENERAL MAIL FACILITY  
6701 WINTON BLOUNT BLVD  
MONTGOMERY AL 36119-9994  
PARK IN FENCED EMPLOYEE PARKING LOT  
AND ENTER BUILDING THROUGH DOUBLE DOORS

BRING THIS NOTICE, RECORD OF MILITARY SERVICE (DD214), SOCIAL SECURITY CARD AND THE ENCLOSED FORM(S) PROPERLY COMPLETED TO YOUR INTERVIEW. INCLUDE ZIP CODE ON ALL ADDRESSES. IF YOU WISH TO DECLINE THIS POSITION, COMPLETE THE ATTACHED "DECLINATION STATEMENT" AND RETURN TO THE POST OFFICE. FAILURE TO REPORT OR RESPOND WILL REMOVE YOUR NAME FROM ALL REGISTERS LISTED ON THE NEXT PAGE.

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DELORES MCGILL  
HUMAN RESOURCE SPECIALIST

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

MONTGOMERY POST OFFICE AL 36119-9994

ELIGIBLE ID: 416-90-3978

TELEPHONE: (334) 244-7553

RATING: 89.80

NOTICE DATE: 06-02-04

VETERANS PREFERENCE:

HWS NO: 04-00329 HWS DATE: 05-27-04

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

\*\*\*\*\* DECLINATION STATEMENT. IF YOU WISH TO DECLINE THIS APPOINTMENT, COMPLETE THE DECLINATION STATEMENT BELOW AND RETURN THIS PAGE TO THE POST OFFICE BY 06-10-04.

IF YOU DO NOT INDICATE YOUR AVAILABILITY FOR THIS APPOINTMENT, YOUR NAME WILL BE REMOVED FROM THE LIST OF ELIGIBLES FOR THE FOLLOWING REGISTERS:

<u>OFFICE</u>	<u>REGISTER</u>	<u>OFFICE</u>	<u>REGISTER</u>
MONTGOMERY POST OFFICE	CARRIER		
ENTERPRISE POST OFFICE	CLERK		
DOTHAN POST OFFICE	CLERK		
ENTERPRISE POST OFFICE	CARRIER		
DOTHAN POST OFFICE	CARRIER		
MONTGOMERY POST OFFICE	FLAT SRTER MACH OPR		

YOUR NAME WILL BE RESTORED TO THE REGISTER UPON RECEIPT OF YOUR WRITTEN REQUEST IF THE REGISTER IS STILL IN USE AND YOUR ELIGIBILITY IS CURRENT.

I AM NOT AVAILABLE FOR THE ABOVE APPOINTMENT FOR THE FOLLOWING REASON:

MY FUTURE AVAILABILITY IS SHOWN BELOW:

 REMOVE MY NAME FROM THE REGISTER UNTIL I NOTIFY YOUR OFFICE. RETAIN MY NAME ON THE REGISTER FOR THE TYPES OF APPOINTMENTS BELOW: *Montgomery + Enterprise +  
Dothan Carrier (Register)* CAREER     CASUAL    (NOT TO EXCEED 89 DAYS) I WILL BE AVAILABLE AFTER 6-10-04 (DATE MUST BE GIVEN TO KEEP ELIGIBILITY ACTIVE)

DATE	ADDRESS (IF DIFFERENT FROM ABOVE)	SIGNATURE
6-8-04		<i>Deloris McGriff</i>

*Note: Please take my name off the register for Enterprise Clerk.*



01 EFFECTIVE DATE  
07-21-2003

02 SOCIAL SECURITY NUMBER  
416-90-3978

## Notification of Personnel Action

### EMPLOYEE INFORMATION

03	EMPLOYEE NAME-LAST	MCGRIFF
04	EMPLOYEE NAME-FIRST	DELORIS
05	EMPLOYEE NAME-MIDDLE	
06	MAILING ADDRESS-STREET/BOX/APT	3487 ED TOLAR RD
07	MAILING ADDRESS-CITY	PANSEY
08	MAILING ADDRESS-STATE	AL
09	MAILING ADDRESS-ZIP+4	36370-3139
10	DATE OF BIRTH	01-06-1960
11	VETERANS PREFERENCE	1 - NO PREFERENCE
12	SEX	F
13	MINORITY	E - WHITE, NON-HISPANIC
14	DISABILITY	05
15	LEAVE COMP DATE	07-21-2003
16	ENTER ON DUTY DATE	07-21-2003
17	RETIREMENT COMP DATE	
18	SERV ANNIVERSARY PPYR	
19	TSP ELIGIBILITY	I - INELIGIBLE
20	TSP SERVICE COMP DATE	
21	PRIOR CSRS SERVICE	
22	FROZEN CSRS TIME	
23	LEAVE DATA-CATEGORY	4 - HOURS/PP
24	LEAVE DATA-CHG PPYR	
25	LEAVE DATA-TYPE	2 - EARN AS YOU GO
26	CREDIT MILITARY SERV	
27	RETIRED MILITARY	
28	RETIREMENT PLAN	2 - FICA
29	EMPLOYEE STATUS	
30	LIFE INSURANCE	A0 - Ineligible
31	SPECIAL BENEFITS	

### POSITION INFORMATION

32	EMPLOY OFFICE-FIN NO	01-2490
33	EMPLOY OFFICE-NAME	DOOTHAN POST OFFICE
34	EMPLOY OFFICE-ADDRESS	DOOTHAN AL 36301-9998
35	DUTY STATION-FIN NO	01-2490
36	DUTY STATION-NAME	DOOTHAN POST OFFICE
37	APPT EXPIRATION DATE	07-14-2004
38	PROBATION EXPIR DATE	

### NATURE OF PERSONNEL ACTION

77	NATURE OF ACTION CODE	398	78	AUTHORITY	39-USC Sect 1001
79	DESCRIPTION	CANCELLATION OF ACCESSION	80	CODE	81 CODE
84	REMARKS		82	CODE	83 CODE

CANCELS NOA 113 EFFECTIVE 2003-07-21.  
USER ID = SD0068 - 2003-07-31.  
CANCELLED TO CHANGE EFFECTIVE DATE OF REAPPOINTMENT ONLY  
1 OF 2 ACTIONS.  
07/31/2003 CDH

had to come effective do  
to 7-20-03 b/c  
would not set pair for 7-21-03

85	AUTHORIZATION WILLIAM BROWN, VICE PRESIDENT AREA OPERATIONS-SOUTHEAST AREA	86	PROCESSED DATE 07-31-2003
		87	PERSONNEL OFFICE ID TC83
		88	OPF LOCATION DOOTHAN POST OFFICE



01 EFFECTIVE DATE  
07-20-2003

02 SOCIAL SECURITY NUMBER  
416-90-3978

## Notification of Personnel Action

### EMPLOYEE INFORMATION

03	EMPLOYEE NAME-LAST	MCGRIFF
04	EMPLOYEE NAME-FIRST	DELORIS
05	EMPLOYEE NAME-MIDDLE	
06	MAILING ADDRESS STREET/BOX/APT	3487 ED TOLAR RD
07	MAILING ADDRESS-CITY	PANSEY
08	MAILING ADDRESS-STATE	AL
09	MAILING ADDRESS-ZIP+4	36370-3139
10	DATE OF BIRTH	01-06-1960
11	VETERANS PREFERENCE	1 - NO PREFERENCE
12	SEX	F
13	MINORITY	E - WHITE, NON-HISPANIC
14	DISABILITY	05
15	LEAVE COMP DATE	07-20-2003
16	ENTER ON DUTY DATE	07-20-2003
17	RETIREMENT COMP DATE	
18	SERV ANNIVERSARY PPYR	
19	TSP ELIGIBILITY	1 - INELIGIBLE
20	TSP SERVICE COMP DATE	
21	PRIOR CSRS SERVICE	
22	FROZEN CSRS TIME	
23	LEAVE DATA-CATEGORY	4 - HOURS/PP
24	LEAVE DATA-CHG PPYR	
25	LEAVE DATA-TYPE	2 - EARN AS YOU GO
26	CREDIT MILITARY SERV	
27	RETIRED MILITARY	
28	RETIREMENT PLAN	2 - FICA
29	EMPLOYEE STATUS	
30	LIFE INSURANCE	A0 - Ineligible
31	SPECIAL BENEFITS	

### POSITION INFORMATION

32	EMPLOY OFFICE-FIN NO	01-2490
33	EMPLOY OFFICE-NAME	DOOTHAN POST OFFICE
34	EMPLOY OFFICE-ADDRESS	DOOTHAN AL 36301-9998
35	DUTY STATION-FIN NO	01-2490
36	DUTY STATION-NAME	DOOTHAN POST OFFICE
37	APPT EXPIRATION DATE	07-13-2004
38	PROBATION EXPIR DATE	

### NATURE OF PERSONNEL ACTION

77	NATURE OF ACTION CODE	113	78	AUTHORITY	E9-USC Sect 1001		
79	DESCRIPTION	TEMPORARY APPOINTMENT NTE	80	CODE	559	81	CODE
84	REMARKS						E2 CODE      B3 CODE

NOT TO EXCEED  
JOB SLOT 6464422

07-13-2004

REAPPOINTED AS TE AT DOOTHAN AL AFTER 6-DAY BREAK IN SERVICE  
08/15/2003 CDH

85	AUTHORIZATION  WILLIAM BROWN, VICE PRESIDENT AREA OPERATIONS-SOUTHEAST AREA	86	PROCESSED DATE  08-15-2003
		87	PERSONNEL OFFICE ID  TC83
		88	OPF LOCATION  DOOTHAN POST OFFICE



01	EFFECTIVE DATE 07-14-2003
----	------------------------------

02	SOCIAL SECURITY NUMBER 416-90-3978
----	---------------------------------------

## Notification of Personnel Action

### EMPLOYEE INFORMATION

03	EMPLOYEE NAME-LAST MCGRIFF
04	EMPLOYEE NAME-FIRST DELORIS
05	EMPLOYEE NAME-MIDDLE
06	MAILING ADDRESS STREET/BOX/APT 3487 ED TOLAR RD
07	MAILING ADDRESS-CITY PANSEY
08	MAILING ADDRESS-STATE AL
09	MAILING ADDRESS-ZIP+4 36370-3139
10	DATE OF BIRTH 01-06-1960
11	VETERANS PREFERENCE 1 - NO PREFERENCE
12	SEX F
13	MINORITY E - WHITE, NON-HISPANIC
14	DISABILITY 05
15	LEAVE COMP DATE 07-20-2002
16	ENTER ON DUTY DATE 07-20-2002
17	RETIREMENT COMP DATE
18	SERV ANNIVERSARY PPYR
19	TSP ELIGIBILITY I - INELIGIBLE
20	TSP SERVICE COMP DATE
21	PRIOR CSRS SERVICE
22	FROZEN CSRS TIME
23	LEAVE DATA-CATEGORY 4 - HOURS/PP
24	LEAVE DATA-CHG PPYR
25	LEAVE DATA-TYPE 2 - EARN AS YOU GO
26	CREDIT MILITARY SERV
27	RETIRED MILITARY
28	RETIREMENT PLAN 2 - FICA
29	EMPLOYEE STATUS
30	LIFE INSURANCE A0 - Ineligible
31	SPECIAL BENEFITS

### POSITION INFORMATION

32	EMPLOY OFFICE-FIN NO 01-2490
33	EMPLOY OFFICE-NAME DOOTHAN POST OFFICE
34	EMPLOY OFFICE-ADDRESS DOOTHAN AL 36301-9998
35	DUTY STATION-FIN NO 01-2490
36	DUTY STATION-NAME DOOTHAN POST OFFICE
37	APPT EXPIRATION DATE 07-14-2003
38	PROBATION EXPIR DATE

39	FLSA STATUS N - NON-EXEMPT
40	PAY LOCATION 100
41	RURAL CARRIER-ROUTE
42	RURAL CARR-L-RTE ID
43	RURAL CARR-PAY TYPE
44	RURAL CARR-TRI-WEEKLY
45	RURAL CARR-FLSA
46	RURAL CARR-COMMIT
47	RURAL CARR-EMA
48	RURAL CARR-HOURS 00
49	RURAL CARR-MILES 000
50	JOB SEQUENCE 1
51	OCCUPATION CODE 2315-0063
52	POSITION TITLE MAIL PROCESSING CLK
53	LABOR DIST CODE 4300
54	DESIGNATION/ACTIVITY 81/0
55	POSITION TYPE 8 - TRANSITIONAL
56	LIMIT HOURS 00
57	ALLOWANCE CODE
58	EMPLOYMENT TYPE

### SALARY INFORMATION

59	PAY RATE CODE H - HOURLY
60	RATE SCHEDULE CODE P - PS
61	GRADE/STEP 05/A
62	BASE SALARY 12.87
63	COLA
64	COLA ROLL-IN IND
65	NEXT STEP PPYR
66	MERIT ANNIV DATE
67	MERIT LUMP SUM
68	SPECIAL SALARY CODE
69	PROTECTED RSC
70	PROTECTED GRADE/STEP
71	EXPIRATION PPYR
72	PROTECTED RC HOURS
73	PROTECTED RC MILES
74	RC GUARANTEED SALARY
75	ANNUTY AMOUNT
76	RED CIRCLE CODE 0

### NATURE OF PERSONNEL ACTION

77	NATURE OF ACTION CODE 352	78	AUTHORITY	39-USC Sect 1001			
79	DESCRIPTION TERMINATION-NONCAREER	80	CODE 522 81	CODE 521 82	CODE	83	CODE 681
84	REMARKS						

LAST DAY IN PAY STATUS

4-03-07-1

SF-8 ISSUED

4-03-07-1

EMPLOYEE MUST HAVE A 5-DAY BREAK IN SERVICE PRIOR TO BEGINNING A NEW  
NON-CAREER APPOINTMENT WITH THE POSTAL SERVICE.

85	AUTHORIZATION WILLIAM BROWN, VICE PRESIDENT AREA OPERATIONS-SOUTHEAST AREA	86	PROCESSED DATE 07-16-2003
		87	PERSONNEL OFFICE ID TC83
		88	OPF LOCATION MONTGOMERY POST OFFICE



01 EFFECTIVE DATE  
10-15-2002

02 SOCIAL SECURITY NUMBER  
416-90-3978

## Notification of Personnel Action

### EMPLOYEE INFORMATION

03	EMPLOYEE NAME-LAST	MCGRIFF
04	EMPLOYEE NAME-FIRST	DELORIS
05	EMPLOYEE NAME-MIDDLE	
06	MAILING ADDRESS-STREET/BOX/APT	3487 ED TOLAR RD
07	MAILING ADDRESS-CITY	PANSEY
08	MAILING ADDRESS-STATE	AL
09	MAILING ADDRESS-ZIP+4	36370-3139
10	DATE OF BIRTH	01-06-1960
11	VETERANS PREFERENCE	1 - NO PREFERENCE
12	SEX	F
13	MINORITY	E - WHITE, NON-HISPANIC
14	DISABILITY	05
15	LEAVE COMP DATE	07-20-2002
16	ENTER ON DUTY DATE	07-20-2002
17	RETIREMENT COMP DATE	
18	SERV ANNIVERSARY PPYR	
19	TSP ELIGIBILITY	I - INELIGIBLE
20	TSP SERVICE COMP DATE	
21	PRIOR CSRS SERVICE	
22	FROZEN CSRS TIME	
23	LEAVE DATA-CATEGORY	4 - HOURS/PP
24	LEAVE DATA-CHG PPYR	
25	LEAVE DATA-TYPE	2 - EARN AS YOU GO
26	CREDIT MILITARY SERV	
27	RETIRED MILITARY	
28	RETIREMENT PLAN	2 - FICA
29	EMPLOYEE STATUS	
30	LIFE INSURANCE	A0 - Ineligible
31	SPECIAL BENEFITS	

### POSITION INFORMATION

32	EMPLOY OFFICE-FIN NO	01-2490
33	EMPLOY OFFICE-NAME	DOOTHAN POST OFFICE
34	EMPLOY OFFICE-ADDRESS	DOOTHAN AL 36301-9998
35	DUTY STATION-FIN NO	01-2490
36	DUTY STATION-NAME	DOOTHAN POST OFFICE
37	APPT EXPIRATION DATE	07-14-2003
38	PROBATION EXPIR DATE	

### NATURE OF PERSONNEL ACTION

77	NATURE OF ACTION CODE	002	78	AUTHORITY	39-USC Sect 1001		
79	DESCRIPTION	CORRECTION	80	CODE	81	CODE	82
84	REMARKS						83

THIS ACTION CHANGES OPF LOCATION TO READ "AE970000".  
SJM 10/15/02

85	AUTHORIZATION WILLIAM BROWN, VICE PRESIDENT AREA OPERATIONS-SOUTHEAST AREA	86	PROCESSED DATE 10-15-2002
		87	PERSONNEL OFFICE ID TC83
		88	OPF LOCATION MONTGOMERY POST OFFICE



01	EFFECTIVE DATE 07-20-2002
----	------------------------------

02	SOCIAL SECURITY NUMBER 416-90-3978
----	---------------------------------------

## Notification of Personnel Action

### EMPLOYEE INFORMATION

03	EMPLOYEE NAME-LAST MCGRIFF
04	EMPLOYEE NAME-FIRST DELORIS
05	EMPLOYEE NAME-MIDDLE
06	MAILING ADDRESS STREET/BOX/APT 3487 TOLAR RD
07	MAILING ADDRESS-CITY PANSEY
08	MAILING ADDRESS-STATE AL
09	MAILING ADDRESS-ZIP+4 36370-0000
10	DATE OF BIRTH 01-06-1960
11	VETERANS PREFERENCE 1 - NO PREFERENCE
12	SEX F
13	MINORITY E - WHITE, NON-HISPANIC
14	DISABILITY 05
15	LEAVE COMP DATE 07-20-2002
16	ENTER ON DUTY DATE 07-20-2002
17	RETIREMENT COMP DATE
18	SERV ANNIVERSARY PPYR
19	TSP ELIGIBILITY I - INELIGIBLE
20	TSP SERVICE COMP DATE
21	PRIOR CSRS SERVICE
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23	LEAVE DATA-CATEGORY 4 - HOURS/PP
24	LEAVE DATA-CHG PPYR
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32	EMPLOY OFFICE-FIN NO 01-2490
33	EMPLOY OFFICE-NAME DOTHAN POST OFFICE
34	EMPLOY OFFICE-ADDRESS DOTHAN AL 36301-9998
35	DUTY STATION-FIN NO 01-2490
36	DUTY STATION-NAME DOTHAN POST OFFICE
37	APPT EXPIRATION DATE 07-14-2003
38	PROBATION EXPIR DATE

39	FLSA STATUS N - NON-EXEMPT
40	PAY LOCATION 100
41	RURAL CARRIER-ROUTE
42	RURAL CARR-L-RTE ID
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44	RURAL CARR-TRI-WEEKLY
45	RURAL CARR-FLSA
46	RURAL CARR-COMMIT
47	RURAL CARR-EMA
48	RURAL CARR-HOURS 00
49	RURAL CARR-MILES 000
50	JOB SEQUENCE 1
51	OCCUPATION CODE 2315-04XX
52	POSITION TITLE DIST CLK
53	FUNCTIONAL OPER NBR 4300
54	DESIGNATION/ACTIVITY 81/0
55	POSITION TYPE 8 - TRANSITIONAL
56	LIMIT HOURS 00
57	ALLOWANCE CODE
58	EMPLOYMENT TYPE

### SALARY INFORMATION

59	PAY RATE CODE H - HOURLY
60	RATE SCHEDULE CODE P - PS
61	GRADE/STEP 05/A
62	BASE SALARY 12.70
63	COLA
64	COLA ROLL-IN IND
65	NEXT STEP PPYR
66	MERIT ANNIV DATE
67	MERIT LUMP SUM
68	SPECIAL SALARY CODE
69	PROTECTED RSC
70	PROTECTED GRADE/STEP
71	EXPIRATION PPYR
72	PROTECTED RC HOURS
73	PROTECTED RC MILES
74	RC GUARANTEED SALARY
75	ANNUITY AMOUNT
76	RED CIRCLE CODE 0

### NATURE OF PERSONNEL ACTION

77	NATURE OF ACTION CODE 113	78	AUTHORITY	39-USC Sect 1001						
79	DESCRIPTION TEMPORARY APPOINTMENT NTE	80	CODE	517	81	CODE	82	CODE	83	CODE
84	REMARKS									

PHYSICAL QUALIFICATIONS PREVIOUSLY ESTABLISHED. NEW MEDICAL CERTIFICATE NOT REQUIRED.

REAPPOINTED TO JOB 6464422 AFTER REQUIRED BREAK  
IN SERVICE.  
7/24/02 CA

85	AUTHORIZATION WILLIAM BROWN, VICE PRESIDENT AREA OPERATIONS-SOUTHEAST AREA	86	PROCESSED DATE 07-24-2002
		87	PERSONNEL OFFICE ID TC83
		88	OPF LOCATION DOTHAN POST OFFICE

**American Postal Workers Union**

Post Office Box 654  
Dothan, Alabama 36302

MEMBER AFL-CIO

**APWU USE ONLY**  
**UNION INVESTIGATION SUMMARY**

**Step I.**

Disciplinary Action T. Rabb  
 Grievance Steward  
 Article (s) Violated M.O.U - TRANSITIONAL EMPLOYEE

Date 10/29/92 Grievance # 12792-TR  
Dothan, Al. Local APWU, AFL-CIO

Craft CLERK

<u>A.P.W.U</u>	<u>CLASS</u>	<u>ACTION</u>
Grievant's Name	Soc. Sec. No.	Seniority Date

Level \_\_\_\_\_ Step \_\_\_\_\_ Starting time \_\_\_\_\_ Tour \_\_\_\_\_ Life time sec. \_\_\_\_\_ Vet. \_\_\_\_\_  
 Off Days \_\_\_\_\_ Name of Supv. W. Elliott Step I Contact \_\_\_\_\_

Nature of grievance or appeal: MGMT VIOLATED M.O.U - TRANSITIONAL EMPLOYEE  
 SINCE T.E. WAS NOT HIRED IN ACCORDANCE WITH T.E. AGREEMENT  
 IT IS OUR STANDEMPLOYEE WAS HIRED AS A ~~REGULAR~~ EMPLOYEE.  
 CAREER

Settlement Requested: CONVERT TRANS. EMPLOYEE TO CAREER STATUS  
 RETRO TO DATE OF HIRE RECEIVING FULL BENEFITS, SENIORITY  
 AND ANY AND ALL OTHER ENTITLEMENTS AT THIS APPROPRIATE RATE  
 discussion Notes & Immediate Supervisor's comments at step I;

No contact violation

11-3-92

Date answer received

W. Elliott

Denied ( ) Sustained

Decision -Appealed to step 2 (date)

SUPERVISOR STATEMENT REVERSE SIDE

MONTGOMERY ALA. AREA LOCAL



American Postal Workers Union, AFL-CIO

P.O. Box 240815, Montgomery, Alabama 36124

October 26, 1994

Tom Robb, Pres.  
Dothan Area Local 332  
P.O. Box 654  
Dothan, Ala. 36302

Dear Tom:

Enclosed you will find copies of the Human Resources printout showing that clerk Vanessa V. Gordon was a T.E. with an expiration date of 3/29/94.

All the T.E.'s were allowed to take the postal exam. As a result of taking the exam, Vanessa V. Gordon was hired as a carrier employee with a seniority date of 2/5/94. Enclosed you will find a copy of the Human Resources printout verifying her seniority date and date of hire.

I hope this information will be helpful in your battle. If you have any more questions, please contact me.

In Union Solidarity,  
*Larry Weatherly*  
Larry Weatherly, Pres.  
MAAL/APWU

cc: Delores McGriff

HUMAN RESOURCES INFORMATION SYSTEM  
SENIORITY ROSTERREQUESTED INSTALLATION: AE97 ALL  
BIDDING INSTALLATION: AE97 MONTGOMERY POST OFFICEPAGE: 7  
REQUESTED: 07/01/94 15:07:50  
PRODUCED: 07/01/94 15:08:19

## CRAFT

	EMPLOYEE NAME	EMPLOYEE ID	FULL TIME		SENIORITY	RANK	CLERK
			CRAFT	CLERK			
283	THOMPSON KARI	A			6009	06 02 90	
284	SEAMON VICKI	LYNN	0454		08 25 90	1	
285	FRANKLIN LISA	DELANE	1530		08 25 90	4	
286	ACRE SHERRY	MADISON	4539		08 25 90	5	
287	TULLIE CARLA	MONIQUE	8575		08 25 90	6	
288	KURTH STEPHEN	GLENN	6021		08 25 90	7	
289	WALKER GAYLIN	FAY	1395		09 08 90	8	
290	SEYMOUR LEWIS	ALBERT	3580		09 08 90	1	
291	COLE MELVIN	FRANKLIN	4978		09 08 90	2	
292	ARRINGTON JR	DAVID	1334		09 08 90	4	
293	FREE MILLER	STEPHEN	7186		09 21 90	1	
294	WEST WEST	PRESCHILLA	7577		09 21 90	2	
295	ROTTON DEBORAH	LOUISE	3629		11 03 90	1	
296	BROUGHTON TODD	MATTHEW	3632		01 02 91	1	
297	WILSON JEROME	DERRELL	6863		01 02 91	2	
298	JOHNSON CAROLYN	SADLER	7776		01 02 91	4	
299	WILSON GERRRELL	DAYNE	7849		01 02 91	5	
300	PATTERSON REGINALD	TODD	8929		01 02 91	5	
301	BUTLER ALAN	ALAN	5704		01 02 91	7	
302	HARRIS BRYAN	KELLEY	3396		01 02 91	10	
303	BRAGER LINDA	LINDA	4194		01 02 91	11	
304	BOOKER JERRI	W	7541		01 02 91	12	
305	REGISTER VIRGINIA	HOBbie	7682		02 23 91	1	
306	WRIGHT VALERIE	C	3148		03 09 91	1	
307	JOHNSON SANDRA	L	9055		03 09 91	1	
308	TOLLIIVER CAROL	A	3306		03 09 91	4	
309	TUCK DORIS	L	6293		03 09 91	5	
310	GRIMES KATIE	MARLENE	7743		03 09 91	6	
311	ARETZ ELLEN	ELLEN	1997		03 09 91	7	
312	WILSON JANE	JANE	9916		03 09 91	8	
313	ALEXANDER DEBORAH	ROGERS	5677		03 09 91	9	
314	ROBISON SARA	G	8084		04 06 91	10	
315	GRAYSON SHELIA	J	7689		04 06 91	3	
316	GREGORY GWEN	E	5160		04 06 91	4	
317	BROOKS STEVE	L	9851		04 06 91	6	
318	BROOKS CLAUDIA	M	5023		05 02 92	1	
319	PALMER STEPHEN	J	7318		07 25 92	1	
320	PARRISH VALERIA	D	8354		08 08 92	1	
321	DENSON JAMES	E	5258		03 06 93	1	
322	GRIMES ROY	L	6092		03 06 93	2	
323	WASHINGTON IRILMO SKOMAZ	B	9041		03 20 93	1	
324	PATTERSON LILLIE	D	7148		07 10 93	1	
325	MAYS ROSALEY	V	2012		12 11 93	1	
326	GORDON VANESSA	V	0366		01 08 94	2	
327	SMITH CHERYL	A	2363		02 05 94	5	*
328	BROWN JESSICA	G	8830		02 19 94	3	
329			8519		03 19 94	1	

AE97 MONTGOMERY POST OFFICE  
R0855 DM

HUMAN RESOURCES INFORMATION SYSTEM  
LIST OF EMPLOYEES BY DES/ACT WITHIN PAY LOCATION

PAGE: 5  
REQUESTED: 04/16/93 10:29:03  
PRODUCED: 04/16/93 10:48:09

INSTALLATION: TA77 MONTGOMERY PROC/DIST CTR

\*\*\* USPS RESTRICTED INFORMATION \*\*\*

PAY LOCATION: 354 CLERK MPLSM PTF

EMPLOYEE NAME	EMPLOYEE ID	JOB ID	OCC CODE	D/A	LV	ST	SALARY	APP EXPIR DATE	
BICKHAM	CARLOS	421-15-9782	6643393	231517XX	810	05	A	10.29	03-19-94
DIXON	ALBERT	N 587-41-9174	6643389	231517XX	810	05	A	10.29	03-13-94
FLOYD	TAMILA	R 416-15-5259	6654169	231517XX	810	05	A	10.29	04-05-94
GORDON	VANESSA	V 423-08-2363	6654166	231517XX	810	05	A	10.29	03-29-94
HUNTLEY	DERRIN	D 416-96-6808	6654167	231517XX	810	05	A	10.29	04-05-94
NEWTON	RENE	M 056-50-9800	6643386	231517XX	810	05	A	10.29	03-13-94
SEERS	<del>SHANNON</del>	<del>423-08-1407</del>	<del>6654466</del>	<del>231517XX</del>	<del>810</del>	<del>05</del>	<del>A</del>	<del>10.29</del>	<del>03-20-94</del>
TOWNSEND	MARCUS	P 417-19-6051	6654171	231517XX	810	05	A	10.29	04-05-94
WILLIS	SHUNDA	S 536-96-5581	6654165	231517XX	810	05	A	10.29	03-29-94
S. T. L.	<i>Deanna</i>	EMPLOYEE TOTAL:			10				

\*\*\*\*\* END OF REPORT R0855 \*\*\*\*\*

U. S. Postal Service ROUTING SLIP		Dept., Office or Room No.	
To:	<i>Tom Robb</i>		<input type="checkbox"/> Approval
1			<input type="checkbox"/> Signature
2			<input type="checkbox"/> Comment
3			<input type="checkbox"/> See Me
4			<input type="checkbox"/> As Requested
5			<input type="checkbox"/> Information
From: <i>Sam Ryan</i>		Extension	
Date	<i>10/27/74</i>		Room No.
Remarks:  Vanessa Gordon was hired from a PTF work sheet (Hiring Register) Montgomery IS on was below their CP veterans. Her score was very high.			

ITEM 0-13, Aug. 1976

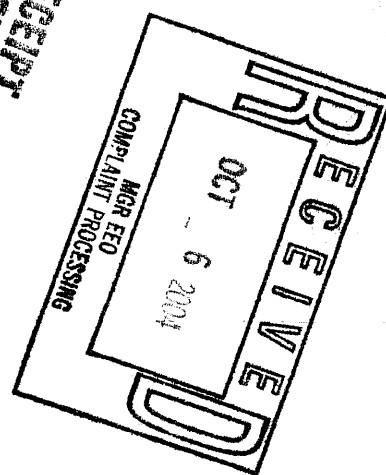
(Additional Remarks on Reverse)

GPO : 1992 O - 92 - 318-470

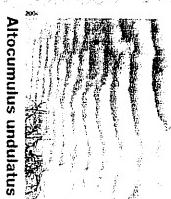
rie Springer

EEO Office  
Carrie Springer  
351 24<sup>th</sup> St. N.  
Birmingham, AL. 35203 - 9411

Return  
Recipient  
REQUESTED



7001 1940 0000 1881 1746



**NO AGREEMENT LETTER**

Date:

26 Oct 04

Mediator Case Number:

8536-009

USPS EEO Case Number:

44-350-0162-0X

District:

ALABAMA

DEBORIS MCGRIFF  
(Please print complainant's name)

and Deoris McGill  
(Please print management's name)

appeared for their scheduled mediation on 26 Oct 2004.

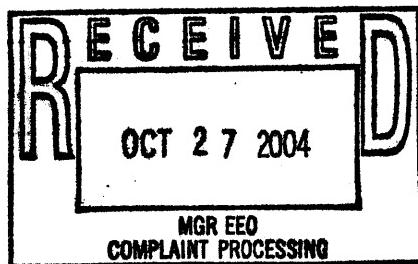
The session was held at DOOTHAN, AL.

We appreciate their appearance, unfortunately, they were unable to resolve their dispute through this process.

Jeanne Hallmark  
Mediator (Printed Name)

(Signature)

(Date)



EEO DISPUTE RESOLUTION  
ALABAMA DISTRICT



November 29, 2004

7004 1350 0000 0179 6920  
**RETURN RECEIPT REQUESTED**  
**Deloris McGriff v. John E. Potter**  
**Postmaster General of the United States**  
**Case No.: 4H-350-0162-04**

***EEO Pre-Complaint Counseling/Final Interview***

Deloris McGriff  
 3487 Ed Tolar Road  
 Pansey, AL 36370-3139

Inquiries have been made into the allegations of discrimination you filed with this office. This notice will attest to the fact that on November 29, 2004 (in writing per certified letter 7004 1350 0000 0179 6920) you were advised that no resolution could be reached concerning the allegation(s). Since the matters that you raised at the counseling stage have not been resolved, you have the right to file a formal complaint **within fifteen (15) calendar days** after receipt of this notice. The complaint must be in writing (**PS Form 2565**), signed by you and mailed or delivered to **EEO Dispute Resolutions, 351 24<sup>th</sup> Street North, Birmingham, AL 35203-9411**. Refer to the reverse side of PS Form 2565 for additional instructions.

**Your formal complaint (PS Form 2565) must be submitted in person or postmarked within 15 calendar days of your receipt of this letter.**

An EEO complaint can be based only on discrimination because of race, color, religion, sex, national origin, age (40+), mental or physical disability, or reprisal for past EEO activity. In addition, courts have ruled that you, the complainant, have the burden of presenting evidence, which would give rise to an inference of discrimination.

A complaint must also contain the following information:

- Your name, address, position, and level;
- The specific action or matter complained of, its date, and the official(s) responsible. (Note: You cannot add matters which were not discussed during the counseling phase);
- The specific type of discrimination alleged, e.g., race-black, sex-female, etc.;
- A brief statement of the facts which led you to believe you were the victim of discrimination, and the names of individuals whom you believe were treated differently than you;
- If you allege handicap discrimination, the alleged handicap must be more than just a temporary (e.g., less than one year) disability.
- If you allege reprisal, you must show a connection between the action you are complaining about and your past EEO activity, and that management was aware of your past EEO activity when it took that action.

The second form enclosed in this package is **PS Form 2579-A, Notice of Right to File Individual Complaint**. Read this form over very carefully, sign the form and mail the top copy back to Alabama

District and retain the second copy for yourself. The address annotated on this form is the mailing address you are to use when filing your formal complaint.

**PENALTY ENVELOPES ARE NOT TO BE USED BY THE COMPLAINANT WHEN  
CORRESPONDENCE IS REQUIRED CONCERNING THIS EEO COMPLAINT.**

If you have any additional questions please call me at 205-521-0264.

Sincerely,

Virginia H. Files  
EEO Dispute Resolution  
Alabama District

Enclosures: PS Form 2579-A  
PS Form 2565

Cc: Earl Dawson  
218 Maple Street  
Daleville, AL 36322-2240

<b>SENDER: COMPLETE THIS SECTION</b>		<b>COMPLETE THIS SECTION ON DELIVERY</b>	
<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.</li> <li><input checked="" type="checkbox"/> Print your name and address on the reverse so that we can return the card to you.</li> <li><input checked="" type="checkbox"/> Attach this card to the back of the mailpiece, or on the front if space permits.</li> </ul>		<p>A. Signature <i>Deloris McGriff</i></p> <p>B. Received by (Printed Name) <i>Deloris McGriff</i></p> <p>C. Date of Delivery <i>12-1-04</i></p> <p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input type="checkbox"/> No</p>	
<p>1. Article Addressed to:</p> <p><i>Deloris McGriff 3487 Ed Tolar Rd Pansey, AL 36370-3139</i></p>		<p>3. Service Type</p> <p><input checked="" type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail  <input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise  <input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.</p> <p>4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes</p>	
<p>2. Article Number (Transfer from service label)</p> <p><i>7004 1350 0000 0179 6920</i></p>			

PS Form 3811, August 2001      Domestic Return Receipt      102595-02-M-1540

<i>7004 1350 0000 0179 6920</i>		<b>U.S. Postal Service<sup>TM</sup></b> <b>CERTIFIED MAIL<sup>TM</sup> RECEIPT</b> <i>(Domestic Mail Only; No Insurance Coverage Provided)</i>																					
<p>For delivery information visit our website at <a href="http://www.usps.com">www.usps.com</a></p> <p><b>OFFICIAL USE</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Postage</td> <td style="width: 10%; text-align: right;">\$</td> <td colspan="2"></td> </tr> <tr> <td>Certified Fee</td> <td></td> <td colspan="2"></td> </tr> <tr> <td>Return Receipt Fee (Endorsement Required)</td> <td></td> <td colspan="2"></td> </tr> <tr> <td>Restricted Delivery Fee (Endorsement Required)</td> <td></td> <td colspan="2"></td> </tr> <tr> <td>Total Postage &amp; Fees</td> <td style="text-align: right;">\$</td> <td colspan="2"></td> </tr> </table> <p><i>Deloris McGriff</i></p> <p>Street, Apt. No. or PO Box No. <i>3487 Ed Tolar Rd</i></p> <p>City, State, Zip <i>Pansey, AL 36370-3139</i></p> <p>See Reverse for Instructions</p>				Postage	\$			Certified Fee				Return Receipt Fee (Endorsement Required)				Restricted Delivery Fee (Endorsement Required)				Total Postage & Fees	\$		
Postage	\$																						
Certified Fee																							
Return Receipt Fee (Endorsement Required)																							
Restricted Delivery Fee (Endorsement Required)																							
Total Postage & Fees	\$																						

PS Form 3800, June 2002



**EEO Complaint of Discrimination in the Postal Service**  
 (See Instructions and Privacy Act Statement on Reverse)

1. Name <b>Deloris McGriff</b>		2. SSN 42 <b>416-90-3978</b>	3. Case No. <b>4H-350-0162-04</b>
4a. Mailing Address (Street or P.O. Box) <b>3487 Ed Tolar Rd</b>		4b. City, State, and Zip + 4 <b>Pansey, AL 36370</b>	
5. Email Address * —		6. Home Phone <b>(334) 899-7270</b>	7. Work Phone <b>(334) 794-8568</b>
8. Position Title (USPS Employees Only) <b>Distribution Clerk</b>		9. Grade Level (USPS Employees Only) <b>05</b>	10. Do You Have Veteran's Preference Eligibility <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Installation Where You Believe Discrimination Occurred (Identify Installation, City, State, and Zip+4)  <b>Montgomery Post office Montgomery, AL 36119</b>		12. Name & Title of Person(s) Who Took the Action(s) You Allege Was Discriminatory  <b>Deloris McGill Human Resource Specialist</b>	
13a. Name of Your Designated Representative <b>Earl Dawson</b>		13b. Title <b>UNION official</b>	
13c. Mailing Address (Street or P.O. Box) <b>218 Maple St.</b>		13d. City, State, and ZIP + 4 <b>Daleville, AL 36322</b>	
13e. Email Address * —		13f. Home Phone <b>(334) 598-8134</b>	13g. Work Phone <b>(334) 794-8568</b>

\* Providing this information will authorize the Postal Service to send important documents electronically.

14. Type of Discrimination You Are Alleging	15. Date on Which Alleged Act(s) of Discrimination Took Place
<input type="checkbox"/> Race (Specify): <input type="checkbox"/> Color (Specify): <input type="checkbox"/> Religion (Specify): <input type="checkbox"/> National Origin (Specify): <input checked="" type="checkbox"/> Disparate Treatment	<b>June 8, 2004</b>

16. Explain the specific action(s) or situation(s) that resulted in you alleging that you believe you were discriminated against (treated differently than other employees or applicants) because of your race, color, religion, sex, age (40+), national origin, or disability. Note that if your allegation is like or related to a previous complaint, that complaint may be amended. 29 C.F.R. § 1616.106(d)

**HRS Deloris McGill refused to take my name off Montgomery register after requesting in writing that my name be removed. Wanted my name placed on Dothan hiring worksheet.**

17. What Remedy Are You Seeking to Resolve this Complaint?

**Convert to full time regular with seniority date in service  
All benefits including retirement benefits  
Back Pay**

18. Did You Discuss Your Complaint with a Dispute Resolution Specialist or a REDRESS Mediator?

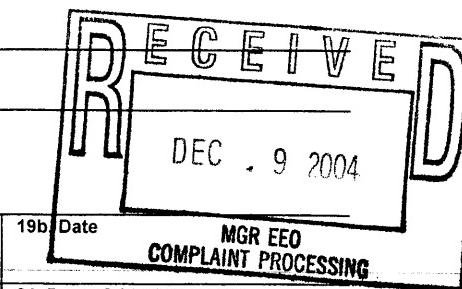
Yes (Date you received the Notice of Final Interview):    No   **NOV. 30, 2004**

19a. Signature of Dispute Resolution Specialist

**Virginia H Files**

20. Signature of Complainant or Complainant's Attorney

**Deloris McGriff**



19b. Date  
**DEC. 9 2004**  
MGR EEO  
COMPLAINT PROCESSING

21. Date of this Complaint

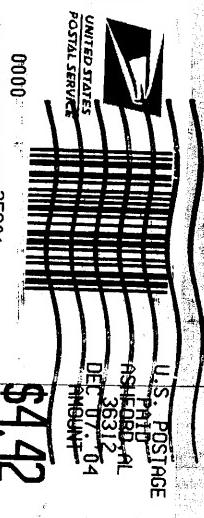
**12-7-04**

Deloris McGriff  
3487 Ed Tolar Rd  
Pansey, AL 36370

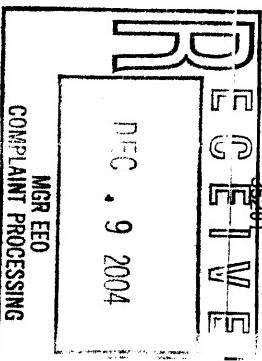
**CERTIFIED MAIL**



7000 0520 0013 6361 1566



EEO



351 24th St. N.  
Birmingham, Al. 35203 - 9411



01	EFFECTIVE DATE 07-14-2004
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02	SOCIAL SECURITY NUMBER 416-90-3978
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## Notification of Personnel Action

### EMPLOYEE INFORMATION

03	EMPLOYEE NAME-LAST MCGRIFF
04	EMPLOYEE NAME-FIRST DELORIS
05	EMPLOYEE NAME-MIDDLE
06	MAILING ADDRESS STREET/BOX/APT 3487 ED TOLAR RD
07	MAILING ADDRESS-CITY PANSEY
08	MAILING ADDRESS-STATE AL
09	MAILING ADDRESS-ZIP+4 36370-3139
10	DATE OF BIRTH 01-06-1960
11	VETERANS PREFERENCE 1 - NO PREFERENCE
12	SEX F
13	MINORITY E - WHITE, NON-HISPANIC
14	DISABILITY 05
15	LEAVE COMP DATE 07-14-2004
16	ENTER ON DUTY DATE 07-14-2004
17	RETIREMENT COMP DATE
18	SERV ANNIVERSARY PPYR
19	TSP ELIGIBILITY I - INELIGIBLE
20	TSP SERVICE COMP DATE
21	PRIOR CSRS SERVICE
22	FROZEN CSRS TIME
23	LEAVE DATA-CATEGORY 4 - HOURS/PP
24	LEAVE DATA-CHG PPYR
25	LEAVE DATA-TYPE 2 - EARN AS YOU GO
26	CREDIT MILITARY SERV
27	RETIRED MILITARY
28	RETIREMENT PLAN 2 - FICA
29	EMPLOYEE STATUS
30	LIFE INSURANCE A0 - Ineligible
31	SPECIAL BENEFITS

39	FLSA STATUS N - NON-EXEMPT
40	PAY LOCATION 100
41	RURAL CARRIER-ROUTE
42	RURAL CARR-L-RTE ID
43	RURAL CARR-PAY TYPE
44	RURAL CARR-TRI-WEEKLY
45	RURAL CARR-FLSA
46	RURAL CARR-COMMIT
47	RURAL CARR-EMA
48	RURAL CARR-HOURS 00
49	RURAL CARR-MILES 000
50	JOB SEQUENCE 1
51	OCCUPATION CODE 2315-0063
52	POSITION TITLE MAIL PROCESSING CLK
53	LABOR DIST CODE 4300
54	DESIGNATION/ACTIVITY 81/0
55	POSITION TYPE B - TRANSITIONAL
56	LIMIT HOURS 00
57	ALLOWANCE CODE
58	EMPLOYMENT TYPE

### SALARY INFORMATION

59	PAY RATE CODE H - HOURLY
60	RATE SCHEDULE CODE P - PS
61	GRADE/STEP 05/A
62	BASE SALARY 13.04
63	COLA
64	COLA ROLL-IN IND
65	NEXT STEP PPYR
66	MERIT ANNIV DATE
67	MERIT LUMP SUM
68	SPECIAL SALARY CODE
69	PROTECTED RSC
70	PROTECTED GRADE/STEP
71	EXPIRATION PPYR
72	PROTECTED RC HOURS
73	PROTECTED RC MILES
74	RC GUARANTEED SALARY
75	ANNUITY AMOUNT
76	RED CIRCLE CODE 0

### POSITION INFORMATION

32	EMPLOY OFFICE-FIN NO 01-2490
33	EMPLOY OFFICE-NAME DOOTHAN PO
34	EMPLOY OFFICE-ADDRESS DOOTHAN AL 36302-9998
35	DUTY STATION-FIN NO 01-2490
36	DUTY STATION-NAME DOOTHAN PO
37	APPT EXPIRATION DATE 07-08-2005
38	FROBATION EXPIR DATE

### NATURE OF PERSONNEL ACTION

77	NATURE OF ACTION CODE 113	78	AUTHORITY	39-USC Sect 1001					
79	DESCRIPTION TEMPORARY APPOINTMENT NTE	80	CODE	81	CODE	82	CODE	83	CODE
84	REMARKS								

REAPPOINTED AS TE AFTER 6 DAY BREAK  
JOB 6464422  
TM 7/14/04

85	AUTHORIZATION WILLIAM BROWN, VICE PRESIDENT AREA OPERATIONS-SOUTHEAST AREA	86	PROCESSED DATE 07-15-2004
		87	PERSONNEL OFFICE ID TC83
		88	OPF LOCATION DOOTHAN POST OFFICE

UNITED STATES POSTAL SERVICE  
CALL-IN NOTICE

DOTHON POST OFFICE AL 36301-9998

TELEPHONE: (334) 794-8567

NOTICE DATE: 01-06-05

HWS NO: 05-00017 HWS DATE: 01-06-05

ELIGIBLE ID: 416-90-3978

RATING: 89.80

VETERANS PREFERENCE:

DELORIS MCGRIFF  
3487 ED TOLAR RD  
PANSEY AL 36370-3139

YOUR NAME HAS BEEN REACHED ON OUR REGISTER FOR EMPLOYMENT CONSIDERATION. WE WOULD LIKE TO INTERVIEW YOU FOR THE FOLLOWING POSITION:

SALES, SVCS/DISTRIBUTION ASSOC PART-TIME FLEXIBLE  
P 05, STEP A, \$16.65 PER HOUR.

BRING THE FOLLOWING WITH YOU TO THE INTERVIEW: DRIVERS LICENSE, SOCIAL SECURITY CARD, DRIVING ABSTRACT OBTAINED FROM THE DEPT OF PUBLIC SAFETY. IF VETERAN BRING DD 214 & VA RATING DECISION (IF DISABLED). MUST HAVE REQUIRED DOCUMENTS TO BE INTERVIEWED.

THIS NOTICE IS NOT AN OFFER OF EMPLOYMENT. DO NOT RESIGN FROM YOUR PRESENT POSITION AT THIS TIME.

REPORT FOR INTERVIEW: 01-13-05 AT 10:00 AM

REPORT TO: DOTHON POST OFFICE  
379 N OATES ST  
DOTHON AL 36302

BRING THIS NOTICE, RECORD OF MILITARY SERVICE (DD214), SOCIAL SECURITY CARD AND THE ENCLOSED FORM(S) PROPERLY COMPLETED TO YOUR INTERVIEW. INCLUDE ZIP CODE ON ALL ADDRESSES. IF YOU WISH TO DECLINE THIS POSITION, COMPLETE THE ATTACHED "DECLINATION STATEMENT" AND RETURN TO THE POST OFFICE. FAILURE TO REPORT OR RESPOND WILL REMOVE YOUR NAME FROM ALL REGISTERS LISTED ON THE NEXT PAGE.

THE COLLECTION OF THIS INFORMATION IS AUTHORIZED BY 39 USC 401.1001. AS A ROUTINE USE, THIS INFORMATION MAY BE DISCLOSED TO AN APPROPRIATE LAW ENFORCEMENT AGENCY FOR INVESTIGATIVE OR PROSECUTIVE PURPOSES, TO A CONGRESSIONAL OFFICE AT YOUR REQUEST, TO OMB FOR REVIEW OF PRIVATE RELIEF LEGISLATION, TO ANY AGENCY WHERE RELEVANT TO HIRING, CONTRACTING, OR LICENSING, TO A LABOR ORGANIZATION AS REQUIRED BY THE NLRA, TO THE EEOC WHEN INVESTIGATING AN EEO COMPLAINT, AND WHERE PERTINENT, IN A LEGAL PROCEEDING TO WHICH THE USPS IS A PARTY.

BARRE PAYNE  
POSTMASTER

794-1032 (FAX #)